Agriculture Pathway
Strategic Planning Team Final Report
April 2018
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<th>Position</th>
<th>Educational Organization</th>
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</thead>
<tbody>
<tr>
<td>Dr. Terry Worrell</td>
<td>Superintendent</td>
<td>Asheboro City Schools</td>
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<tr>
<td>Dr. Aaron Woody</td>
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<td>Ms. Nancy Cross</td>
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<td>Dr. Robert Shackleford</td>
<td>President</td>
<td>Randolph Community College</td>
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<tr>
<td>Mrs. Suzanne Rohrbaugh</td>
<td>Vice President of Instructional Services</td>
<td>Randolph Community College</td>
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<tr>
<td>Mrs. Melinda Eudy</td>
<td>Dean of Curriculum Programs</td>
<td>Randolph Community College</td>
</tr>
<tr>
<td>Mrs. Stacey Miller</td>
<td>Pathways Activities Coordinator</td>
<td>Randolph Community College</td>
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## NC Central Region Pathways to Prosperity
### Strategic Planning Team

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Business/Organization</th>
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</thead>
<tbody>
<tr>
<td>Mr. Ken Austin</td>
<td>Member</td>
<td>Voluntary Agricultural District Member</td>
</tr>
<tr>
<td>Mr. Bernard Beck</td>
<td>Member</td>
<td>Voluntary Agricultural District Member</td>
</tr>
<tr>
<td>Mr. Gerald Barlowe</td>
<td>State Agriculture Education Leader</td>
<td>NCSU</td>
</tr>
<tr>
<td>Mr. Roger Gann</td>
<td>Poultry and Cattle Farmer</td>
<td>Gann Farm</td>
</tr>
<tr>
<td>Mr. Shawn Dezern</td>
<td>Owner</td>
<td>Dezern Farm</td>
</tr>
<tr>
<td>Mrs. Brook Dezern</td>
<td>Owner</td>
<td>Dezern Farm</td>
</tr>
<tr>
<td>Mrs. Vernece Willett</td>
<td>Volunteer</td>
<td>NC Cooperative Extension</td>
</tr>
<tr>
<td>Mr. Robert Crumley</td>
<td>Owner/Founder</td>
<td>Founder’s Hemp/NC Industrial Hemp Association</td>
</tr>
<tr>
<td>Mr. Josh McDowell</td>
<td>Manager in Training</td>
<td>McDowell Lumber &amp; Pallet Co.</td>
</tr>
<tr>
<td>Ms. Ashley McDowell</td>
<td>Vice President</td>
<td>McDowell Lumber &amp; Pallet Co.</td>
</tr>
<tr>
<td>Mr. Jimmie Moffitt</td>
<td>Vice President</td>
<td>Randolph County Farm Bureau</td>
</tr>
<tr>
<td>Mrs. Beverly Mooney</td>
<td>Owner</td>
<td>Millstone Creek Orchards</td>
</tr>
<tr>
<td>Mr. Jonathan Black</td>
<td>Director</td>
<td>NC Cooperative Extension</td>
</tr>
<tr>
<td>Mr. Ben Grandon</td>
<td>Extension Agent</td>
<td>NC Cooperative Extension</td>
</tr>
<tr>
<td>Ms. Sydney Ross</td>
<td>Pesticide Inspector I</td>
<td>NC Dept. of Agriculture and Consumer Services</td>
</tr>
<tr>
<td>Mr. Randy Freeman</td>
<td>Soil and Water Engineer</td>
<td>Soil and Water Conservation</td>
</tr>
<tr>
<td>Ms. Kaitlyn Johnson</td>
<td>Environmental Specialist</td>
<td>Soil and Water Conservation</td>
</tr>
<tr>
<td>Mrs. Mary Joan Pugh</td>
<td>Deputy Director</td>
<td>NC Zoo</td>
</tr>
<tr>
<td>Mr. David Allen</td>
<td>Commissioner</td>
<td>Randolph County</td>
</tr>
<tr>
<td>Mr. Kevin Franklin</td>
<td>Business and Industry Coordinator</td>
<td>Randolph County Economic Development Corp.</td>
</tr>
<tr>
<td>Mrs. Susan Hayes</td>
<td>Director</td>
<td>Randolph County Health Dept.</td>
</tr>
<tr>
<td>Name</td>
<td>Position</td>
<td>Business/Organization</td>
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</tr>
<tr>
<td>Mr. Marty Tobey</td>
<td>Regional Coordinator - CTE</td>
<td>Dept. of Public Instruction</td>
</tr>
<tr>
<td>Mrs. Linda Brown</td>
<td>President</td>
<td>Asheboro/Randolph Chamber of Commerce</td>
</tr>
<tr>
<td>Mrs. Julie Fowler</td>
<td>Office Manager</td>
<td>Asheboro/Randolph Chamber of Commerce</td>
</tr>
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</tr>
<tr>
<td>Dr. Julie Pack</td>
<td>Director of Secondary Education</td>
<td>Asheboro City Schools</td>
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<tr>
<td>Ms. Sarah Beth Robbins</td>
<td>CTE Coordinator</td>
<td>Asheboro City Schools</td>
</tr>
<tr>
<td>Mrs. Taylor Campbell</td>
<td>Agriculture Educator</td>
<td>South Asheboro Middle School</td>
</tr>
<tr>
<td>Ms. Elizabeth Pack</td>
<td>Agriculture Educator</td>
<td>Asheboro High School Zoo School</td>
</tr>
<tr>
<td>Ms. Courtney McGowan</td>
<td>Career Development Coordinator</td>
<td>Asheboro High School</td>
</tr>
<tr>
<td>Mr. Brian Saunders</td>
<td>Principal</td>
<td>Asheboro High School</td>
</tr>
<tr>
<td>Dr. Robert Shackleford</td>
<td>President</td>
<td>Randolph Community College</td>
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<tr>
<td>Mrs. Suzanne Rohrbaugh</td>
<td>Vice President of Instructional Services</td>
<td>Randolph Community College</td>
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<tr>
<td>Mr. Elbert Lassiter</td>
<td>Vice President of Workforce Development and Continuing Education</td>
<td>Randolph Community College</td>
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<tr>
<td>Mrs. Wanda Beck</td>
<td>Director of Workforce Development and Continuing Education</td>
<td>Randolph Community College</td>
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<tr>
<td>Mr. Isai Robledo</td>
<td>Director of Educational Partnerships and Initiatives</td>
<td>Randolph Community College</td>
</tr>
<tr>
<td>Mrs. Melinda Eudy</td>
<td>Dean of Curriculum Programs</td>
<td>Randolph Community College</td>
</tr>
<tr>
<td>Ms. Donna Perry</td>
<td>Division Chair-Science, Math and Creative Design</td>
<td>Randolph Community College</td>
</tr>
<tr>
<td>Mrs. Stacey Miller</td>
<td>Pathways Activities Coordinator</td>
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</tr>
<tr>
<td>Ms. Nancy Cross</td>
<td>CTE Administrator</td>
<td>Randolph County School System</td>
</tr>
<tr>
<td>Mr. Greg Batten</td>
<td>Principal</td>
<td>Eastern Randolph High School</td>
</tr>
<tr>
<td>Mr. Shon Hildreth</td>
<td>Principal</td>
<td>Southwestern Randolph High School</td>
</tr>
<tr>
<td>Mr. Andrew Atwell</td>
<td>Agriculture Educator</td>
<td>Southwestern Randolph High School</td>
</tr>
<tr>
<td>Ms. Caroline Sheffield</td>
<td>Agriculture Educator</td>
<td>Trinity High School</td>
</tr>
<tr>
<td>Ms. Stephanie Adams</td>
<td>Career Development Coordinator</td>
<td>Randleman High School</td>
</tr>
<tr>
<td>Mrs. Misty Wolfe</td>
<td>Career Development Coordinator</td>
<td>Trinity High School</td>
</tr>
<tr>
<td>Ms. Wylene Johnson</td>
<td>Adjunct Faculty at Providence Grove High School</td>
<td>University of Mount Olive</td>
</tr>
<tr>
<td>Dr. David Hines</td>
<td>Vice President for Academic Affairs</td>
<td>University of Mount Olive</td>
</tr>
<tr>
<td>Dr. Burt Lewis</td>
<td>Dean of School of Art and Science</td>
<td>University of Mount Olive</td>
</tr>
<tr>
<td>Dr. Sandra Maddox</td>
<td>Department and Division Chair Agriculture</td>
<td>University of Mount Olive</td>
</tr>
<tr>
<td>Mr. Edward Olive</td>
<td>Associate Director Agribusiness Center</td>
<td>University of Mount Olive</td>
</tr>
</tbody>
</table>
A strong agricultural climate in Randolph County, a demand for skilled workers, partnered with the increased interest in agriculture-related middle and high school classes and co-curricular organizations, like FFA, helped the Pathways to Prosperity Leadership Team to select agriculture as their next pathway. It was determined that the county needs to carefully address the careers in agriculture in order to retain students and continue to provide a streamlined process to transition from secondary to post-secondary to a career. It was further determined that developing an agriculture pathway will

- Strengthen our local economy,
- Address the goals of the Randolph County Strategic Plan, and
- Provide a seamless route for students interested in an agriculture career to obtain certifications and an associates degree to achieve career and life readiness.

Currently, all middle schools and high schools in Randolph County have agriculture classes. Teachers from both school systems report that a substantial number of students sign up for agriculture and related classes. FFA Chapters in our schools are popular and help to create a stable foundation for students interested in various types of agriculture education.

Randolph County has a rich history in agriculture that will grow with county leaders placing an emphasis on the current and long-term sustainability needs through their findings reported in the Randolph County Strategic Plan (See Timeline, 05/2016).

By the numbers in North Carolina Randolph County is:

- No. 1 producer of beef cattle
- No. 1 producer of goats/sheep
- No. 2 in dairy production
- No. 6 in broiler production, hay production and egg production

*Presentation by Director of Randolph County Cooperative Extension to Pathways to Prosperity Strategic Planning Team 11/6/17

According to US Department of Agriculture, Randolph County generated:

- Poultry and eggs, $165 million
- Milk from cows, $19.38 million
- Cattle and calves, $17.3 million
- Hogs and pigs, $9 million
- Nursery, greenhouse, floriculture and sod, $2.9 million
- Agriculture accounted for $568,546,742 in value-added production

*www.agcensus.usda.gov/Publications/2012/
Additional Information:

- Randolph County agriculture accounts for 156,813 acres with 1,486 farms averaging 106 acres. The average age of farmers is 57.9 years.
- Randolph County ranked ninth in total cash receipts with $245,780,656 (figure does not include forestry production, agribusiness and other agriculture-related enterprises). Inclusion of those enterprises would have a total economic impact from agriculture closer to $589 million.


From an early start in the Strategic Planning Team meeting process, Agribusiness Technology was identified as the needed pathway for Randolph County students. Classes in agribusiness will set students on the path for success in whatever agricultural endeavor they pursue. As the county strengthens its agricultural presence with the addition of an agricultural center in Asheboro and specific goals are addressed in the Randolph County Strategic Plan, it is clear that Agriculture is the next Pathways to Prosperity sector.
NC Central Region Pathways to Prosperity Strategic Plan
Agriculture Pathway

TIMELINE:

05/2016 The Randolph County Strategic Plan was unveiled and lists Agriculture as a goal to address the well-being of the citizens. Three specific goals were listed with example strategies:

B. AGRICULTURE
GOAL #1: Ensure county policy supports and enhances the ability of agriculture to continue to be a strong and viable component of the economy.

EXAMPLE STRATEGIES:
- a. Support farmland preservation and protect agricultural uses from adverse impacts.
- b. Evaluate the need to update land use regulations to encourage agribusiness development to support and enhance current production systems.
- c. Support small agri-business with resources for value added production of Randolph County agricultural products.

GOAL #2: Enhance the ability of farmers to produce and market their products through organizational networks and infrastructure.

EXAMPLE STRATEGIES:
- a. Build the agricultural infrastructure necessary for farmers to succeed.
- b. Study the feasibility of a countywide Agricultural Center to host events, support and enhance agricultural education, activities and business development.
- c. Encourage commercial food processing facilities to support locally grown value-added food products.
- d. Develop a local foods council to market, network and connect local restaurants and stores with farmers in Randolph County.

GOAL #3: Promote educational programs about the benefit of agriculture as a profession that are targeted toward the younger population.

EXAMPLE STRATEGIES:
- a. Coordinate vocational educational programs offered by public schools and the community college in order to attract future farmers.
- b. Develop a two-year agricultural degree at Randolph Community College to increase the number of young farmers and their success rate.
- c. Market and support FFA and 4-H programs in all schools in Randolph County.
- d. Structure educational programs that support future farmers who may not have access to active farming operations.


9/1/2017 Career and Technical Education (CTE) Directors, Nancy Cross (RCSS) and Dr. Julie Pack (ACS), and Melinda Eudy, Dean of Curriculum Programs for RCC, met in order to select the key stakeholders of the Strategic Planning Committee for the Agriculture Pathway. Members were selected from farms, agriculture-related businesses and associations, government as well as intermediaries and educational professionals. Seventy-four potential
members were identified. In addition, the individuals were divided into committees based on their strengths and professional experience.

9/12/2017 The Pathways to Prosperity Leadership Team met to approve going forward on the Agriculture Pathway. The following dates and locations were selected for the strategic planning sessions:

Nov. 6, 2017 at Asheboro Community College Continuing Education and Industrial Center
Dec. 11, 2017 at Asheboro City Schools Professional Development Center
Jan. 29, 2018 at Randolph Community College Continuing Education and Industrial Center
Feb. 12, 2018 at Randolph Community College Continuing Education and Industrial Center

All meetings held from 11:30 am until 1:00 pm with working lunch provided.

10/10/2017 - The Pathways to Prosperity Leadership Team met to discuss the Agriculture Pathway and review the key stakeholders list and the agenda for the first meeting.

10/12/2017 - Invitations were mailed to key stakeholders to participate in the Strategic Planning Process with the dates, times and locations of all four meetings.

11/1/2017 - Nancy Cross, Dr. Julie Pack, Stacey Miller (Pathways Activities Coordinator) and Jonathan Black (Director of Randolph County Cooperative Extension) met to discuss the Agriculture Pathway. Jonathan Black was asked to give an overview of agriculture at the first meeting on November 6, 2017.

11/6/2017 Strategic Planning Team Meeting #1

On Monday, November 6, 2017, the first of four Pathways to Prosperity meetings was held to discuss an Agriculture Pathway. The agendas for all four meetings comprise APPENDIX A.

Thirty-one people attended, representing a wide range of our community, including K-12 schools, community college, agribusiness, farming, government and local organizations. Attendees were given an overview of the Pathways to Prosperity process by Linda Brown, President of Asheboro/Randolph Chamber of Commerce.

Jonathan Black, Director of Randolph County Cooperative Extension, shared the “State of Agriculture in Randolph County” with the group (APPENDIX B). The members then divided into four committees: Employer Engagement; Career Pathways; Career Information and Advising System; and Intermediaries to begin work on the strategic planning process.

12/11/2017 Strategic Planning Team Meeting #2

Thirty-six people attended the second of four Pathways to Prosperity meetings at Asheboro City Schools Professional Development Center. Nancy Cross gave a synopsis of “Agriculture Education in our Schools”, highlighting the percentage of students in Agriculture Education classes at each of the county middle and high schools before the groups went into their subcommittee work sessions.

1/29/2018 Strategic Planning Team Meeting #3

Strategic Planning Team Meeting #3 took place on January 29, 2018 with 31 people attending. High school agriculture educators, Elizabeth Pack of Asheboro High School and Andrew Atwell of Southwestern Randolph presented a program on “Understanding the Supervised Agriculture
Experience” (APPENDIX C). Nancy Cross and Dr. Julie Pack gave additional data in regards to how many students are enrolled in an agriculture-related class and what programs are offered at each school. The group split into four subcommittees to continue previous discussions.

2/12/2018 Strategic Planning Team Meeting #4

Forty-one people attended our fourth and final Strategic Planning Team Meeting on February 12, 2018. With the information received from the Career Pathways group throughout the previous three meetings, Melinda Eudy, Dean of Curriculum Programs for RCC, asked members of the Career Pathways subcommittee and other key stakeholders from the farming and agribusiness community to go to a classroom on campus. She facilitated a discussion about a pathway to Agribusiness Technology. Other subcommittees worked on their final reports.

3/5/2018 - Pathways to Prosperity Leadership Team met to discuss the Agriculture Pathway Draft Report.


4/10/18 - A press conference was held at Randolph Community College R. Alton Cox Learning Resources Center Auditorium at 4:00 PM to share with the community the work by the Pathways to Prosperity Strategic Planning Team to enhance the Agriculture sector in Randolph County.
Intermediaries: Local or regional intermediaries serve as conveners, brokers and technical assistance providers to schools and employers engaged in building and sustaining career pathways. Intermediaries recruit business, non-profit and public employers and ensure vision is understood and supported by participating leaders.

Sub-Committee Chairpersons: Cat Berry and Dr. Terry Worrell

Current Environment:

- A review and discussion of the enabling conditions indicates that the state of agriculture is strong in Randolph County. In order to meet the demands of the future for healthy growth, it is critical to strengthen access and education across the county with regard to agriculture.
- Utilize previous pathway models for the focus on agriculture.
- Strong intermediary presence in Randolph County.

Change Description (Goals):

- To support agriculture business education opportunities
- Increase K-12 awareness and exposure to agriculture in Randolph County and beyond for students, staff, and parents

Impact:

- Improved communication and awareness
- Increased opportunities for students
- Increased opportunities for employers
- Strengthen the agricultural community and Randolph County
- Enhance communication with parents
### Intermediaries:

<table>
<thead>
<tr>
<th>Strategic Action Steps</th>
<th>Timeline for Implementation</th>
<th>Person(s) Responsible</th>
<th>Current Status of Strategic Action Step</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan an Agriculture Day (model after Manufacturing Day)</td>
<td>Fall 2020 (after Fall implementation of RCC program)</td>
<td>RCC, ACS, RCSS</td>
<td>Not in place. Will be under development after RCC implements new Agriculture program.</td>
</tr>
<tr>
<td>Develop a comprehensive resource list of agricultural education and business resources. Advertise and communicate information to all stakeholders</td>
<td>2018</td>
<td>Cooperative Extension, Farm Bureau, Soil and Water, Economic Development</td>
<td>Resource lists exist in silos. Lists are not comprehensive and exist in different locations. Intermediaries will work together to consolidate and make comprehensive.</td>
</tr>
<tr>
<td>Develop partnerships for students and staff internship experiences, and other hands on opportunities</td>
<td>2018</td>
<td>RCC, ACS, RCSS, Chamber of Commerce</td>
<td>Students have agricultural experiences through agriculture classes (SAE) and FFA facilitated by their teachers. Chamber of Commerce will look for increased opportunities to add agricultural experiences to summer teacher internships.</td>
</tr>
<tr>
<td>Develop a marketing campaign to address the interest gap</td>
<td>2018</td>
<td>RCC, ACS, RCSS, Cooperative Extension, Chamber of Commerce, Economic Development</td>
<td>Currently, no marketing campaign exists for agriculture in Randolph County geared toward students.</td>
</tr>
</tbody>
</table>

### Outcomes Measurement/Results:

- Completed and updated comprehensive resource list
- Participation data for students and staff
- Marketing materials developed
**Employer Engagement:** Employers are committed to providing a continuum of learning opportunities at the workplace throughout the 9-14 career pathway. Employers collaborate with educators and are supported by intermediaries in structuring and managing workplace learning. Employers support students’ transition into the local labor market.

**Sub-Committee Chairpersons:** Courtney McGowan and Sydney Ross

**Current Environment:**

- Randolph County is strong in agriculture.
- There are many different agriculture related industries in Randolph County (most people only think of farming when they hear agriculture; however, agriculture encompasses much more than farming).
- Most formal post-secondary training opportunities for agriculture for future workforce exists outside of Randolph County. Randolph County School System has a partnership with the University of Mount Olive to allow Providence Grove High School students the opportunity to earn an associate degree in agriculture.

**Change Description (Goals):**

By the end of the school year:

- Develop a list of agriculture-related businesses in Randolph County
- Provide list of agriculture-related businesses to agriculture teachers and Career Development Coordinators
- Develop a list of agriculture-related businesses with openings and job descriptions

By the end of three-year implementation period:

- Establish opportunities for student experiences; ie: job shadowing, internships, workbased learning opportunities, class speakers, field trips, etc.
- Put together a Farm Tour or Agriculture Day for students to see the careers and skills needed
- Arrange a tour of the new agricultural center once built
- Explore potential ways to develop student engagement in Agri-Tourism
- Expose students to agriculture at an earlier age
- Find more lab experiences for students
- Get businesses together for work-based learning presentation

**Impact:**

- More SAE’s, job shadowing and internships
- More field trips to agriculture related businesses
- Student exposure in earlier grades
### Employer Engagement:

<table>
<thead>
<tr>
<th>Strategic Action Steps</th>
<th>Timeline for Implementation</th>
<th>Person(s) Responsible</th>
<th>Current Status of Strategic Action Step</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop list of agriculture businesses with contact information and distribute to Career Development Coordinators and teachers</td>
<td>Fall 2018</td>
<td>NC Cooperative Extension, Farm Bureau, Carolina Farm Credit, Soil and Water, Chamber of Commerce, Economic Development</td>
<td>List is in the process of being developed.</td>
</tr>
<tr>
<td>Invite agriculture businesses to work-based learning meetings</td>
<td>Winter 18-19</td>
<td>RCC, ACS, RCSS</td>
<td></td>
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<tr>
<td>Develop agenda and schedule agriculture-related field trips</td>
<td>2018-2019 school year</td>
<td>RCC, ACS, RCSS, Cooperative Extension, Farm Bureau, Carolina Farm Credit, Soil and Water, Chamber of Commerce, Economic Development</td>
<td></td>
</tr>
<tr>
<td>Set up agriculture-related work-based learning opportunities</td>
<td>2018-2019</td>
<td>RCC, ACS, RCSS</td>
<td>WBL experience are currently occurring for students involved in agriculture classes through the SAE experience. The WBL experience will be expanded for students not enrolled in an agriculture class.</td>
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</table>

### Outcomes Measurement/Results:

- Increase in number of WBL experiences, SAE experiences and participating employers
Career Information & Advising System: Starting in the middle grades, students are exposed to a wide range of career options, information and opportunities to learn about high school and post-secondary courses of study leading to careers. Students engage in a 9-14 continuum of work-based learning opportunities in their chosen career areas. Intermediaries, employees and community-based organizations help young people make informed choices throughout the 9-14 career pathways.

Sub-Committee Chairperson: Jonathan Black

Current Environment:

- We have middle and high school FFA Chapters
- All middle and high schools have some agricultural education component
- Agriculture is an important component of the latest Randolph County Strategic Plan and the county's economy
- There is a national Farm to Table movement
- Announcement of expansion and 900 employees at chicken processing plant in neighboring county has increased chicken production in our county
- Beef cattle sellers/buyers come to neighboring county from all over our state
- Farm Bureau provides materials and opportunities for school and group partnerships
- Current environment looks to be healthy and trending upward

Change Description (Goals): Career & College Promise (CCP) Pathway; Utilization of RCC by merging and blending instructional services between RCC and high schools; Middle School Agriculture Fairs with demonstrations and hands-on opportunities

Impact: Helping students see a career in agriculture is more attractive than before.
Career Information & Advising System:

<table>
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</thead>
<tbody>
<tr>
<td>Field trip for middle school students to an agriculture location</td>
<td>2018-19 School year</td>
<td>ACS, RCSS</td>
<td>In collaboration with their agriculture classes, students will conduct one agriculture-related field-trip.</td>
</tr>
<tr>
<td>Job Fair - to show technology/robotics</td>
<td>2018-2019</td>
<td>NC Cooperative Extension, Chamber of Commerce, ACS, RCSS, RCC</td>
<td>Planning stages</td>
</tr>
<tr>
<td>Educate middle and high school counselors on pathway (opportunities available in middle, high school, RCC, Mount Olive and/or NCSU in agriculture-related major (biology, agriculture mechanics, food sciences, etc.)</td>
<td>2018-2019</td>
<td>ACS, RCSS, RCC, NCSU, MOU</td>
<td>Planning stages</td>
</tr>
</tbody>
</table>

Outcomes Measurement/Results:

- Counselors educated on opportunities
- Survey data from students, before and after
- Survey agriculture community workforce to determine opportunities to include this as an Apprenticeship Randolph vocation
- Program area and participation numbers
**Career Pathways:** High schools and community college create 9-14 career pathways with clear structures, timelines, costs and requirements linking and integrating high school and post-secondary curriculum and aligning both with labor market requirements.

**Sub-Committee Chairperson:** Wanda Beck

**Current Environment:**

- Each of the high schools and middle schools in Randolph County have an agriculture program and active FFA.
- Randolph Community College does not have a post-secondary agriculture program.
- Randolph County School System has a partnership with the University of Mount Olive to allow Providence Grove High School students the opportunity to earn an associate degree in agriculture.
- Randolph Community College is poised to develop a new agriculture program.
- Students conduct work-based learning Supervised Agricultural Experiences (SAE). Through their involvement in the SAE program, students are able to consider multiple careers and occupations, learn expected workplace behavior, develop specific skills within an industry, and are given opportunities to apply academic and occupational skills in the workplace or a simulated workplace environment.

**Change Description (Goals):**

RCC will be working with local employers, high schools, and regional universities to develop an Agribusiness Technology associate degree and associated career pathway(s) to ensure the greatest articulation. The goal is to have the curriculum developed by the end of the 2017/18 school year so that an application can be submitted to the North Carolina Community College System (NCCCS) for approval. The earliest date for launching the new curriculum would be Fall 2019.

**Impact:**

Curriculum and career pathways will be developed for an Agribusiness Technology associate degree at RCC that will meet the greatest need for local agriculture businesses and provide the greatest articulation for students.
## Career Pathways:

<table>
<thead>
<tr>
<th>Strategic Action Steps</th>
<th>Timeline for Implementation</th>
<th>Person (s) Responsible</th>
<th>Current Status of Strategic Action Step</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue meetings with local employers, high schools, and regional universities to develop curriculum</td>
<td>End of 2017-2018 school year</td>
<td>ACS, RCSS, RCC</td>
<td>Meetings are being scheduled for late spring 2018</td>
</tr>
<tr>
<td>Submit application to NCCCS</td>
<td>Sept. 2018</td>
<td>ACS, RCSS, RCC</td>
<td>Ideas and input has been collected from industry at Pathways meeting to inform initial planning.</td>
</tr>
<tr>
<td>Once approved, launch the new program</td>
<td>Fall 2019</td>
<td>ACS, RCSS, RCC</td>
<td></td>
</tr>
<tr>
<td>Create 9-14 pathway documents for students (pending approval)</td>
<td>Spring 2019</td>
<td>ACS, RCSS, RCC</td>
<td></td>
</tr>
</tbody>
</table>

### Outcomes Measurement/Results:

- A developed pathway that meets the needs of the agriculture community and our students
- Sign-in sheets/Agendas
- Pathway documents
- Enrollment data
Pathways to Prosperity: Agriculture
Strategic Planning Team Meeting #1    11/6/2017

Welcome and Introductions
Stacey Miller, Pathways Activities Coordinator

Pathways to Prosperity Overview
Nancy Cross, CTE Director
Randolph County School System

Myths & Realities
Dr. Julie Pack, Director of Secondary Education
Asheboro City Schools

A Participant’s Perspective
Linda Brown, President
Asheboro/Randolph Chamber of Commerce

The State of Agriculture in Randolph County
Jonathan Black
County Extension Director

Framework for our Pathway
Employer Engagement
Nancy Cross
Career Pathways
Melinda Eudy, Dean of Curriculum Programs- RCC
Career Information & Advising System
Nancy Cross
Intermediaries
Dr. Julie Pack

Committee Group Work Time
Dr. Julie Pack
• Go to color coded table (feel free to move)
• Appoint a committee chairperson and a scribe
• Are you missing any key people or sectors in your group?
  ○ If so, who and can you reach out to invite them to the next meeting?

Thank you!

Future Meetings: 11:30-1 p.m. (lunch provided)

Dec. 11, Asheboro City Schools Professional Development Center
January 29, Randolph Community College CEIC
February 12, Randolph Community College CEIC
Pathways to Prosperity: Agriculture
Strategic Planning Team Meeting #2  12/11/2017

Welcome & Introductions  Stacey Miller, Pathways Activities Coordinator

Agriculture Education in our Schools  Nancy Cross, Randolph County School System

Pathways to Prosperity Review-*Purpose and Objectives

Employer Engagement  Career Pathways
Career Information & Advising System  Intermediaries

Committee Group Work Time  Melinda Eudy, Randolph Community College

- Go to color coded table (feel free to move)
- Discuss and begin creation of Strategic Plan (Meetings #2 & #3)
  - Discuss and write a brief description of the current environment.
  - Discuss and write a brief description of the extent of the change expected to have taken place by the end of the school year and at the end of a three-year implementation period.
  - Discuss and write a brief description of the expected results from the first set of change strategies by the end of the school year.
  - Discuss and write a brief description of the strategic action steps needed to enact the strategic change and to measure and distribute its impact, tied to a timeline and defining the responsible parties.
  - Discuss and write a brief description of the qualitative and quantitative measurement(s) to be used to evaluate the effectiveness of the action steps.

Committee Reports  Committee Chairs

Thank you! (provided)

Future Meetings:  11:30-1 p.m. (lunch)
January 29, Randolph Community College CEIC-JB & Claire Davis Training Center
February 12, Randolph Community College CEIC-JB & Claire Davis Training Center
Pathways to Prosperity: Agriculture
Strategic Planning Team Meeting #3  1/29/2018

Welcome
Stacey Miller, Pathways Activities Coordinator

Understanding the Supervised Agricultural Experience
Elizabeth Pack, AHS
Andrew Atwell, SWRHS

Additional Data on Existing Programs
Dr. Julie Pack, ACS
Nancy Cross, RCSS

Pathways to Prosperity Review-
*Purpose and Objectives
*Framework for our Pathway
Dr. Julie Pack, Asheboro City Schools

Employer Engagement
Career Pathways
Career Information & Advising System
Intermediaries

Committee Group Work Time
Melinda Eudy, Randolph Community College

• Go to color coded table (feel free to move)
• Discuss and begin creation of Strategic Plan (Meetings #2 & #3)
  o Discuss and write a brief description of the current environment.
  o Discuss and write a brief description of the extent of the change expected to have
taken place by the end of the school year and at the end of a three-year
implementation period.
  o Discuss and write a brief description of the expected results from the first set of
change strategies by the end of the school year.
  o Discuss and write a brief description of the strategic action steps needed to enact
the strategic change and to measure and distribute its impact, tied to a timeline
and defining the responsible parties.
  o Discuss and write a brief description of the qualitative and quantitative
measurement(s) to be used to evaluate the effectiveness of the action steps.

Committee Reports

Committee Chairs

Thank you!
Final Meeting:  Feb. 12, 11:30-1 p.m. (lunch provided)
Randolph Community College CEIC- JB & Claire Davis Training Center
Pathways to Prosperity: Agriculture
Strategic Planning Team Meeting #4 2/12/2018

Welcome
Stacey Miller, Pathways Activities Coordinator

Employer Engagement
Career Pathways
Career Information & Advising System
Intermediaries

Committee Group Work Time
- Go to color coded table (feel free to move)
- Discuss and work on creation of Strategic Plan (Meetings #2 & #3)
  - Discuss and write a brief description of the current environment.
  - Discuss and write a brief description of the extent of the change expected to have taken place by the end of the school year and at the end of a three-year implementation period.
  - Discuss and write a brief description of the expected results from the first set of change strategies by the end of the school year.
  - Discuss and write a brief description of the strategic action steps needed to enact the strategic change and to measure and distribute its impact, tied to a timeline and defining the responsible parties.
  - Discuss and write a brief description of the qualitative and quantitative measurement(s) to be used to evaluate the effectiveness of the action steps.

Final Committee Reports
Committee Chairs

Thank you! Your time and knowledge have been a valuable part of this process.
ABOUT RANDOLPH COUNTY

- Population of 142,577 (2013 Census)
- Nine Towns including Archdale, Asheboro, Franklinville, Liberty, Ramseur, Randleman, Seagrove, Staley and Trinity
- Asheboro is the county seat, Population 25,913
- Rural community with an emphasis on farming and forestry
- Agriculture contributes $535 million of value to the County’s economy, 16% of the total business in Randolph County
- Farms and Forest cover 70% of the land area in the county

AGRICULTURAL PRODUCTION

1,466 Farms
$568,546,742 in Production

#1 in Beef Production
#1 in Coastal Production
#6 in Dairy Production
#5 in Broiler Production
#8 in Hay Production
#8 in Egg Production

BY 2050, THE WORLD POPULATION IS PROJECTED TO BE 9.1 BILLION
A 34% INCREASE IN POPULATION!!!
AGRICULTURAL PRODUCTION HAS TO INCREASE BY 70% TO MEET THE WORLD’S FOOD NEEDS

CEREAL PRODUCTION WILL NEED TO RISE 1 BILLION TONS
MEAT PRODUCTION WILL NEED TO INCREASE BY 200 MILLION TONS
80% OF INCREASE WILL NEED TO COME FROM EFFICIENCY IMPROVEMENTS..
Appendix C: Presented on 1/29/2018

Supervised Agricultural Experience (SAE)
- Individualized project conducted outside of class time related to Agriscience
- 1/3 of the Ag Ed curriculum

Purpose of SAE
- Explore a variety of subjects
- Educational and practical experience
- Earn MONEY
- Learn record keeping skills
- Win proficiency awards and recognition through FFA

7 Types of SAE
- Entrepreneurship
- Experimental
- Placement
- Analytical
- Improvement
- Supplementary
- Exploratory

Placement SAE
- Working at a job outside of regular classroom hours
- Usually for wages but could be unpaid
- Employer, student, teacher, and parents sign a training agreement
- Often extends beyond the length of the course
**Placement SAEs**
- Students work/volunteer at:
  - Farm
  - Greenhouse
  - Nursery
  - Vet’s office
  - Florist
  - Feed Store

**Exploratory SAE**
- Shadow/observe someone who works in an agricultural career
- Short duration
- Fits beginning students well
- Learn about possible careers

**Challenges of SAE**
- Student age
- Perceptions of high school students
- Transportation
- Availability of partners

**How can we help?**