



BIBB COUNTY SCHOOL DISTRICT

CTAE

ANNUAL REPORT 2025-2026

THE SOLUTION, 4ME, IS CTAE.

CTAE DELIVERS
GEORGIA'S FUTURE WORK FORCE

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Dr. Dan A. Sims
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CEO, W.S. Hutchings College & Career Academy


GCCTA
I LOVE YOU TOO
TIME WAIT TOU UP
COLLEGE AND CAREER ACADEMY
Shack
FRESH & LOCAL INGREDIENTS
HOMEMADE PASTA



WELCOME TO THE CTAE 2025-2026 ANNUAL REPORT



The Bibb County School District's Career, Technical, and Agricultural Education (CTAE) Annual Report highlights the remarkable achievements, initiatives, and progress made during the past year in preparing students for college, careers, and life. This comprehensive report provides a detailed view of CTAE through the lens of the district's strategic goals, showcasing how we empower students to thrive in a rapidly evolving world.

Key areas of focus include:

Strategic Goals: A look at how our programs align with the district's vision to ensure student success and workforce readiness.
Community Service Hours: A celebration of the countless hours students dedicated to serving and giving back to the community.
Work-Based Learning: Insights into the impactful partnerships that provide students with real-world learning opportunities and career preparation.

By the Numbers: An overview of key data points that illustrate the scope and impact of CTAE programs across the district.
Partnerships: Recognition of our invaluable business and community partners who contribute to our students' success.
CTSO Data: Highlights from our Career and Technical Student Organizations (CTSOs), which develop leadership, teamwork, and professional skills.

YouScience: How innovative tools like YouScience are helping students discover their aptitudes and connect to high-demand careers.
Social Media Impact: A look at how we leverage social platforms to celebrate student success, connect with stakeholders, and build community engagement.

Next Generation of World Leaders: Highlighting the exceptional accomplishments of our students who are excelling in leadership, academics, and career preparation.

Non-Discrimination Act
Inside Cover of Booklet As required by Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990, The Bibb County School District does not discriminate based on race, color, national origin, sex, age, or disability in admission to its programs, services, or activities, in access to them, in treatment of individuals, or any aspect of their operations. The Bibb County School District Career and Technical Education Department does not discriminate in enrollment or access to any of the Career and Technical programs listed below. The lack of English language skills shall not be a barrier to admission or participation in the district's activities and programs. Also, the Bibb County School District does not discriminate in its hiring or employment practices.



WORKFORCE | CAREER | MACON-BIBB COUNTY

Bibb County CTAE Department, in partnership with the Greater Macon Chamber of Commerce, Macon-Bibb County Industrial Authority, Central Georgia Technical College, and our local universities and colleges, will launch Workforce Macon-Bibb, a community initiative focusing on developing strategies to support career, technical, agricultural, and educational (CTAE) programs in the district. Key next steps for the partnership focus on aligning career education efforts, guiding pathway creation, expanding classroom participation, and enriching curricula.

Propelling the Career Pipeline for Macon-Bibb County

Strategic Priorities

Short-Term Strategies

Marketing & Outreach Plan
Engage with current and potential stakeholders
Host a stakeholder showcase

Build & Evaluate a Soft Skills Program

Establish a district-wide Soft Skills Committee
Explore introducing soft skills in earlier grades

Build Leadership Capacity for All Students

Engage more students in CTSOs
Redefine the role of the counseling staff

Grow Partnerships

Update and evaluate existing business partnerships
Leverage business partnerships to increase teacher externship opportunities

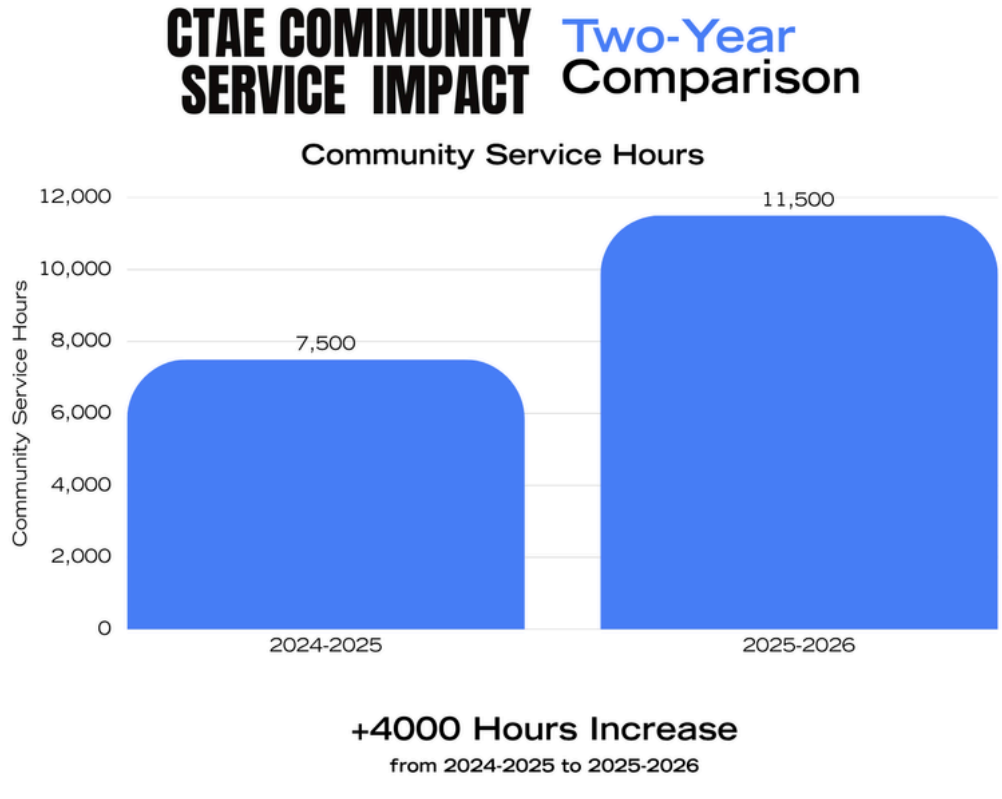
Long-Term Strategies

Vertical alignment between elementary, middle, and high school
Evaluate programs to ensure they are meeting student needs and industry needs
Each school in the district should offer at least one leadership development program
Develop deeper relationships with business partners



COMMUNITY SERVICE HOURS

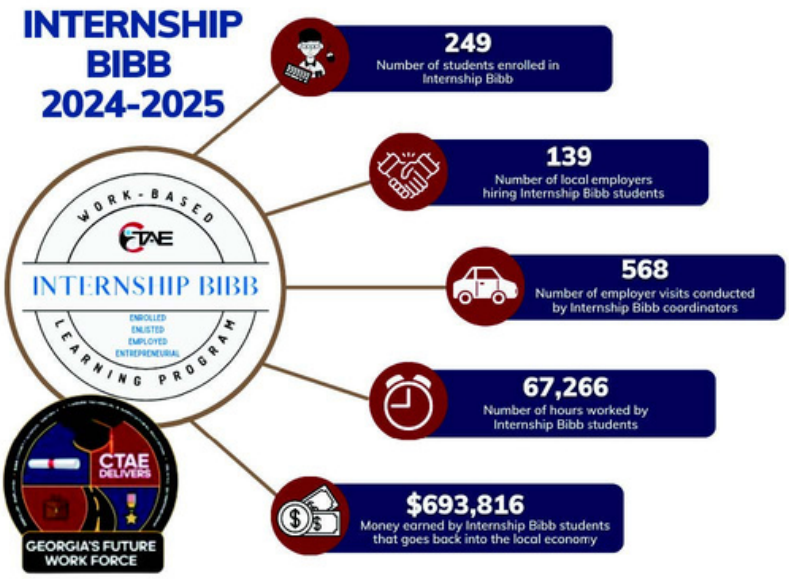
Community service within Career, Technical, Agricultural, and Education (CTAE) programs emphasizes the importance of giving back to the community while enhancing students' practical skills. For the 2025-26 academic year, students across various schools have collectively contributed a total of 11,500 community service hours.

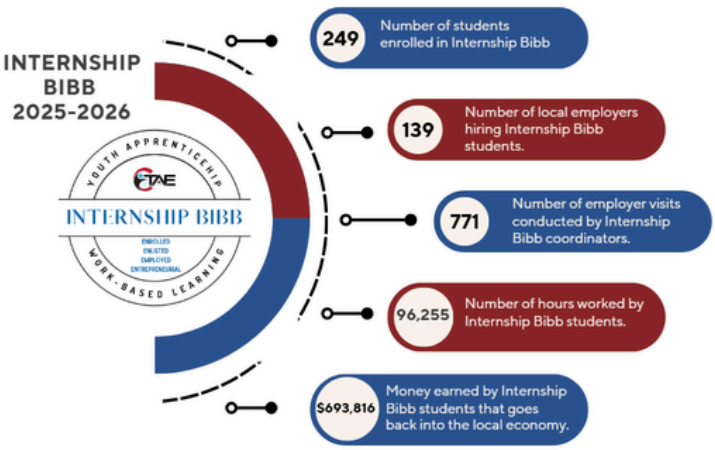




WORK-BASED LEARNING

Students seeking a dynamic learning environment can embark on a transformative work based learning experience with a leading property management company, to a local small business, or a major organization in our community. This hands-on opportunity aligns student interests in sales, entrepreneurship, marketing, finance, and other diverse fields with the practical realities of the multi-family industry.





Every hour worked, every skill gained, and every opportunity created represents a step toward student success. Join Internship Bibb in investing in the next generation of talent and building a stronger workforce for our community.

Interested in becoming an Internship Bibb partner? Contact Jennifer Davis, Youth Apprenticeship Coordinator at jennifer.davis@bcsdk12.net .



BY THE NUMBERS

Georgia's Career, Technical, and Agricultural Education (CTAE) programs are demonstrating remarkable success, as evidenced by the consistently rising graduation rates among participating students. This upward trajectory not only surpasses the overall state graduation rate but also underscores the transformative impact of CTAE in shaping the future of Georgia's workforce.

CTAE ACADEMIC IMPACT BY THE NUMBERS

2024-2025

Reading Readiness Rate

47.5% CTAE Concentrator

45.4% Non-CTAE Concentrator

CTAE's Impact on Reading Readiness Rates: +2.1%

Graduation Rate

98.8% CTAE Concentrator

84.5% Non-CTAE Concentrator

CTAE's Impact on Graduation Rates: +14.3%

Post-Secondary Placement Rate

98.9% CTAE Concentrator

78.9% Non-CTAE Concentrator

CTAE's Impact on Post-Secondary Placement Rates: +20%

Note: A CTAE Concentrator is a secondary student who has earned two units of credit in a GaDOE Career Pathway.

2025-2026

Reading Readiness Rate

CTAE Academic Impact data will be available following the release of FY26 CCRPI reports and Perkins V Comprehensive Annual Report submission.

Graduation Rate

CTAE Academic Impact data will be available following the release of FY26 CCRPI reports and Perkins V Comprehensive Annual Report submission.

Post-Secondary Placement Rate

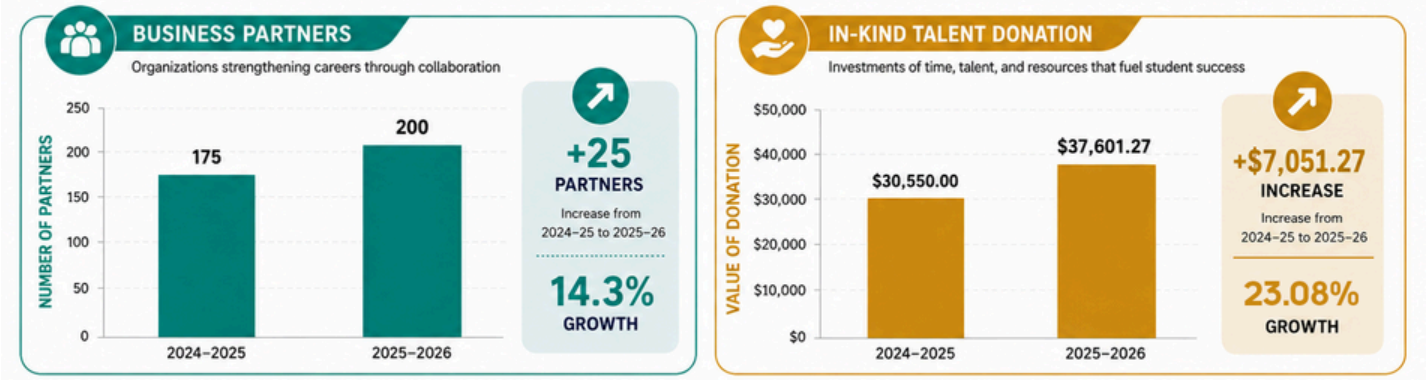
CTAE Academic Impact data will be available following the release of FY26 CCRPI reports and Perkins V Comprehensive Annual Report submission.

Note: A CTAE Concentrator is a secondary student who has earned two units of credit in a GaDOE Career Pathway.



PARTNERSHIP TRACKER

Partnerships are the cornerstone of CTAE success. Collaboration between educators, industry professionals, and community organizations creates a synergistic environment where students gain access to valuable insights, mentorship, and hands-on learning experiences.

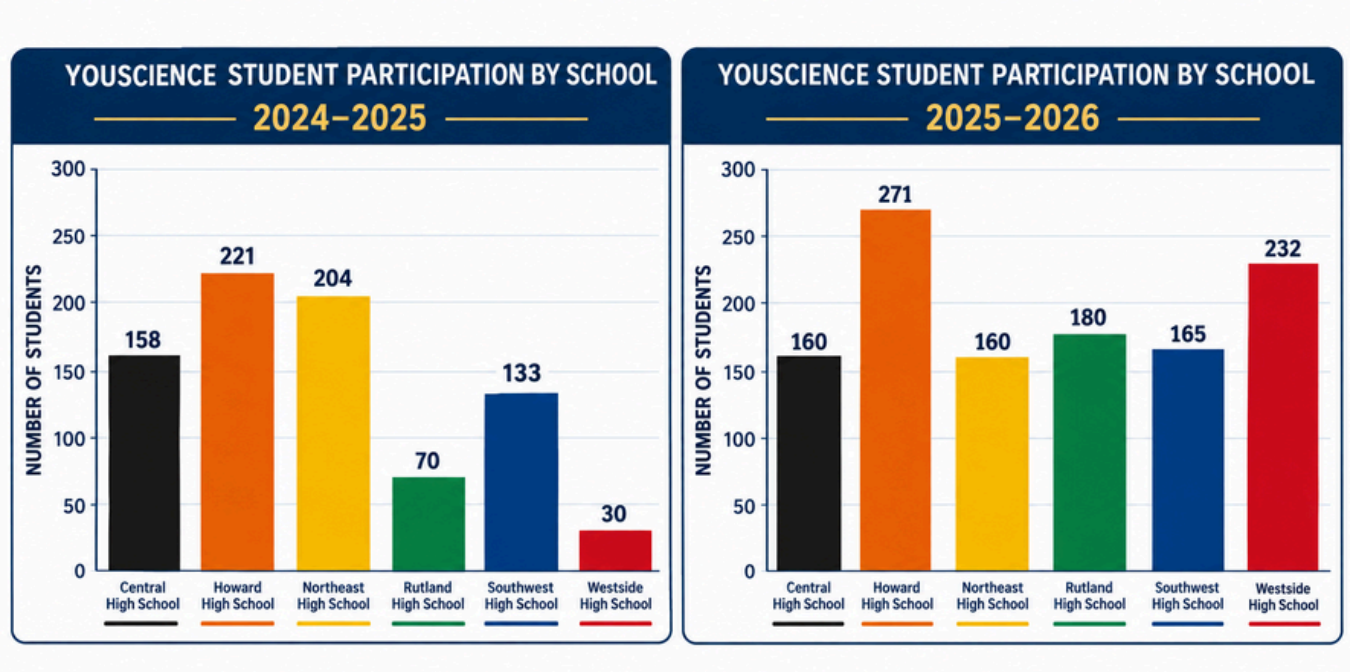


Macon-Bibb County
mbcia Macon-Bibb County Industrial Authority
Georgia Power
Macon Coca-Cola Bottling Company
Central Georgia Technical College
YKK
Irving Tissue Company
First Quality



YOUSCIENCE

YouScience is an online career discovery platform that helps students identify their natural talents, interests, and career paths. Using AI and scientific research, it connects students' strengths to careers and educational opportunities. Students and schools can use the results to connect students with CTAE pathways that align with their strengths, interests, and short- and long-term goals.





DUAL ENROLLMENT AND BEYOND THE BELL

Dual Enrollment gives high school students the opportunity to earn college credit at no cost while completing high school requirements. The program expands course options, allows some students to complete a career pathway in as little as one year, and provides early exposure to college-level curriculum.

DUAL ENROLLMENT AND BEYOND THE BELL Two-Year Comparison

High School	Fall 2024-2025	Fall 2025-2026
Central	183	258
Southwest	195	286
Westside	175	192
Howard	145	98
Rutland	124	117
Northeast	79	89
VIP Academy	39	62
Total Students Enrolled	940	1102



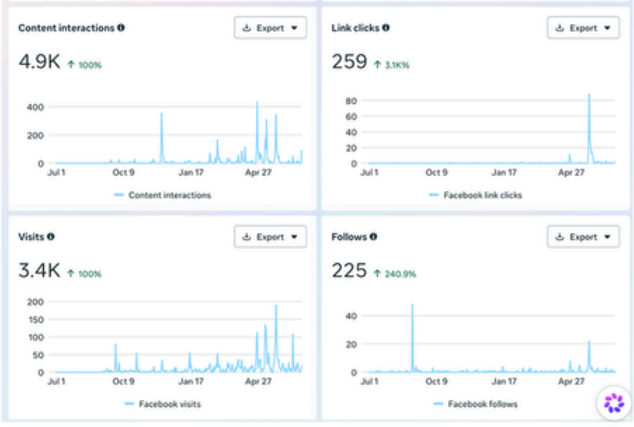


CTAE SPOTLIGHT- SOCIAL MEDIA ANALYTICS (FACEBOOK)

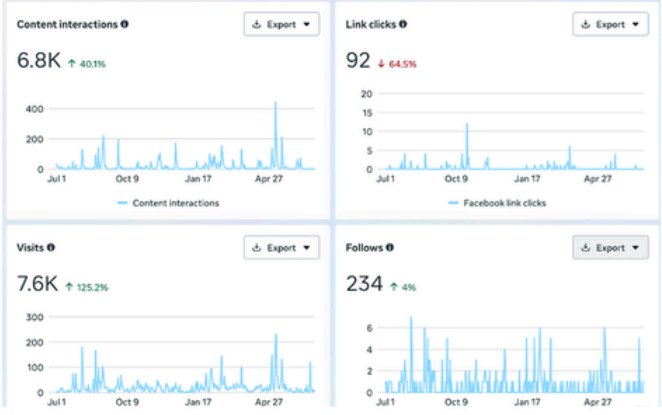
Social media insights go beyond the collection of metrics and engagement data. They involve the strategic analysis of information gathered across social media platforms to identify meaningful patterns, trends, and audience behaviors.

Social media engagement is the sum of interactions people have with your content and brand on social platforms – including likes, comments, shares, saves, clicks, mentions, and direct messages. It measures how actively your audience participates rather than passively scrolls, making it one of the most reliable indicators of content resonance and community health.

2024-2025



2025-2026



CTAE's social media presence continues to expand, generating greater engagement, visibility, and audience growth.

Follow us on all platforms @BIBBCTAE

A YEAR IN REVIEW (2025-2026)

99.2%
CTAE graduation rate for economically disadvantaged students.

2,375
Bibb High School Students Enrolled in Dual Enrollment Courses



59%
Rate of CTAE Concentrators who demonstrate levels of proficiency on Reading/Language Arts EOC (37.88 % above district average)



99% Rate of CTAE Concentrators who graduated from secondary education and entered post-secondary, employment, military etc.



658
The number of CTAE concentrators who completed a CTAE pathway or Technical Certificate of Credit (TCC) coursework in a pathway with an approved Credential of Value and graduated

58 CTAE Pathways Offered across the district at high schools, specialty schools, and middle schools

A YEAR IN REVIEW (2025-2026)

23%
of high school students in Bibb participated in Work Based Learning

57.03%
CTAE Pathway Completion Rate



2 Bibb County students passed the National Registry of Emergency Medical Technicians Exam

National first-attempt pass rate for ages 18–21: 59%



49%
Rate of CTAE Concentrators who demonstrate levels of proficiency on Science EOC (8.19 % above district average)



38%
Rate of CTAE Concentrators who demonstrate levels of proficiency on Mathematics EOC (21.15 % above district average)

100% graduation rate for CTAE students with disabilities

CTAE DELIVERS FOR BIBB COUNTY

Across Bibb County, Career, Technical, and Agricultural Education (CTAE) prepares students for success after graduation by developing the employability and technical skills needed for today's workforce and the careers of tomorrow. Through CTAE pathways, industry credentials, work-based learning, internships, youth apprenticeships, and local business partnerships, students gain meaningful experiences that connect classroom learning to real-world opportunities.

Bibb CTAE helps students take their next step with purpose. Whether they graduate employed, enlisted, enrolled, or pursuing entrepreneurship. Students gain industry-recognized credentials, technical skills, and hands-on experience that prepare them for high-demand careers, continued education, military service, or opportunities of their own. CTAE also strengthens our local talent pipeline, supports Bibb County businesses, and contributes to our community's economic growth. Investing in CTAE is an investment in our students, our workforce, our businesses, and the future of Bibb County.

The 2025–2026 school year was another strong year for CTAE in Bibb County. Our programs span diverse career clusters and industries, providing opportunities aligned to student interests, strengths, and local workforce needs. Through partnerships among educators, employers, community organizations, and postsecondary institutions, Bibb CTAE is helping move students from classroom learning to career readiness, and from career readiness to a stronger Bibb County.



Mission and Vision for CTAE in Georgia

MISSION: To provide Georgia students with high-quality educational programs, career pathways, and experiences that prepare them for workplace success.

VISION: Preparing all students for life.



CTAE DELIVERS

GEORGIA'S FUTURE WORK FORCE

CTAE DELIVERS FOR BIBB COUNTY STUDENTS



Ari Taylor, a 2023 honor graduate from Central Fine Arts and International Baccalaureate Magnet High School, and is a shining example of how determination, academic excellence, and early college opportunities can accelerate success. Through her participation in dual enrollment courses while in high school, Ari earned college credits that were fully accepted by Tuskegee University, giving her a significant head start on her higher education journey. As a result, she completed her undergraduate degree in an impressive three years.

During her time at Tuskegee University, Ari distinguished herself as a Merit Scholar and maintained an outstanding academic record. In May 2026, she graduated summa cum laude with a Bachelor of Science in Health Science witha remarkable 3.95 GPA. Her achievements earned her scholarship opportunities that paved the way for the next chapter of her academic career. This summer, Ari started classes at Emory University on a full-ride scholarship to continue her studies in healthcare science. Her long-term goal is to open her own medical spa, where she can combine science, wellness, and personalized care to help clients feel confident and empowered. Ari envisions creating a welcoming environment where individuals not only look their best but also feel genuinely cared for.

Her journey demonstrates the transformative impact of dual enrollment and serves as an inspiration to future students pursuing their educational and career goals.

Thomas Rutland is a 2026 honor graduate and aspiring technology scholar from Central Fine Arts and International Baccalaureate Magnet High School. As a student also enrolled at Hutchings College and Career Academy, he completed the Cybersecurity Pathway while also participating in dual enrollment courses through Central Georgia Technical College (CGTC). His coursework allowed him to fulfill his high school requirements while simultaneously earning an associate degree from CGTC, graduating with honors from both institutions.

Alongside his classroom studies, Thomas pursued career aligned and international learning opportunities offered by Bibb CTAE. He expanded his education globally by participating in the Hutchings/CGTC study abroad program in Ireland. Locally, he built hands-on technical skills as a participant in the Summer 2026 JumpStart Internship Program, working directly with the 402d Software Engineering Group at Robins Air Force Base. His academic efforts and writing have been recognized through multiple community awards. He was selected as the inaugural recipient of the Mary E. Ramey Literary Excellence Scholarship at Central High School. He also placed as the second-highest scoring recipient of the 2026 Charles Henry Douglass Scholarship, presented at the historic Douglass Theatre following an essay and oral presentation competition.

Thomas was also awarded the Mid-South College Scholarship by the Epsilon Beta Lambda Chapter of Alpha Phi Alpha Fraternity in recognition of his academic accomplishments and community engagement. He was also honored at the BIBBSPY Athletic Awards program as a recipient of the Al Lucas Memorial Scholarship.

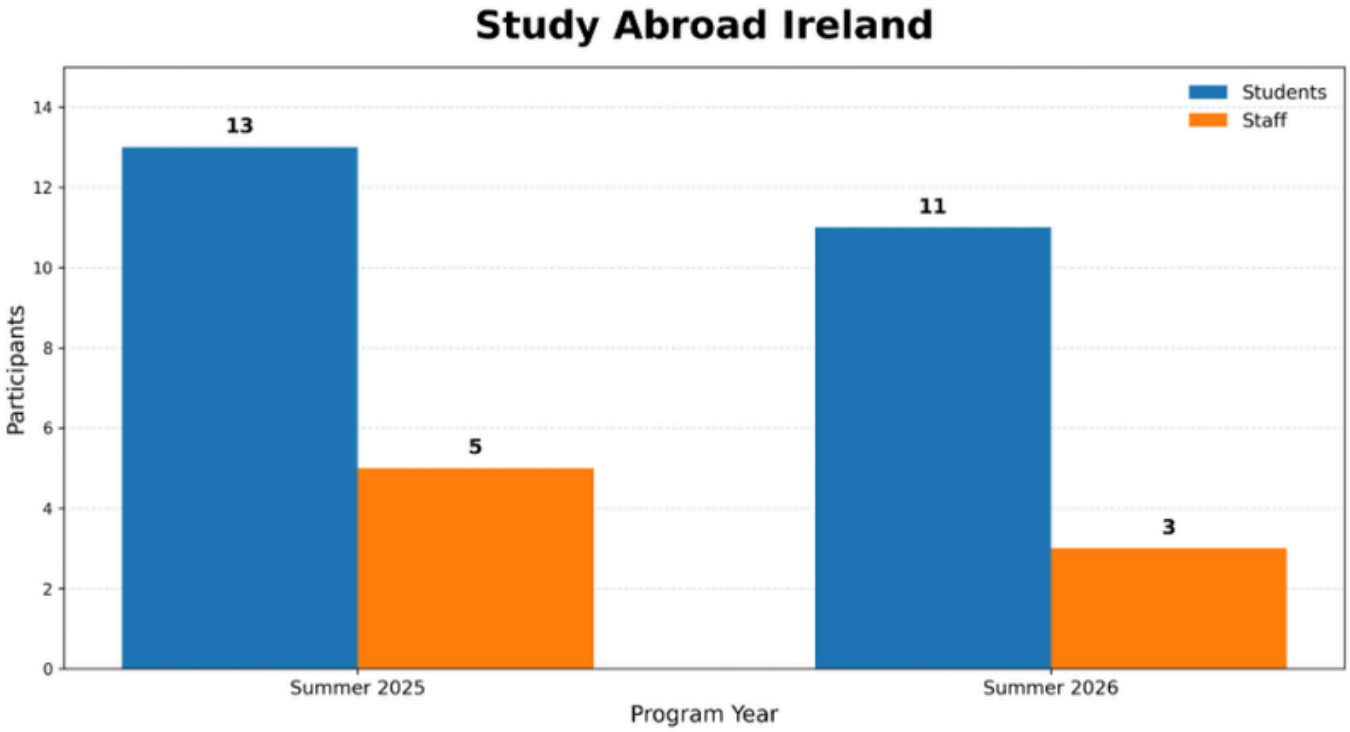
Thomas Rutland is continuing his education at Florida A&M University (FAMU), where he is majoring in Cybersecurity.





STUDYING ABROAD

Together with Study Abroad Ireland and Central Georgia Technical College, the Bibb County School District has had the opportunity to allow our students to earn academic credit while studying abroad. Students have traveled to County Donegal, where they were immersed in the rich cultural history of Ireland and participated in guided tours of museums, castles, and other historic sites. Some of the memorable excursions included a roughly 8-mile trek through Glenveagh National Park, a wet and slippery plunge down the steps of Arranmore Cliffs, a visit to Derry, Northern Ireland, to learn about the impact of the civil rights movement on the resolution of The Troubles, and a summit up Ireland's second-highest peak, Errigal Mountain.



Two-year total: 24 students • 8 staff • 32 total participants



CONNECTING CLASSROOMS TO CAREERS

CD2 provided CTAE staff with a valuable experience that strengthened their understanding of industry expectations and career pathways, helping ensure CTAE programs remain aligned with real-world workforce opportunities.

Our staff participated in a public tour of Kia Motors Manufacturing Georgia, gaining firsthand insight into advanced automotive manufacturing, innovative production processes, and evolving workforce needs.



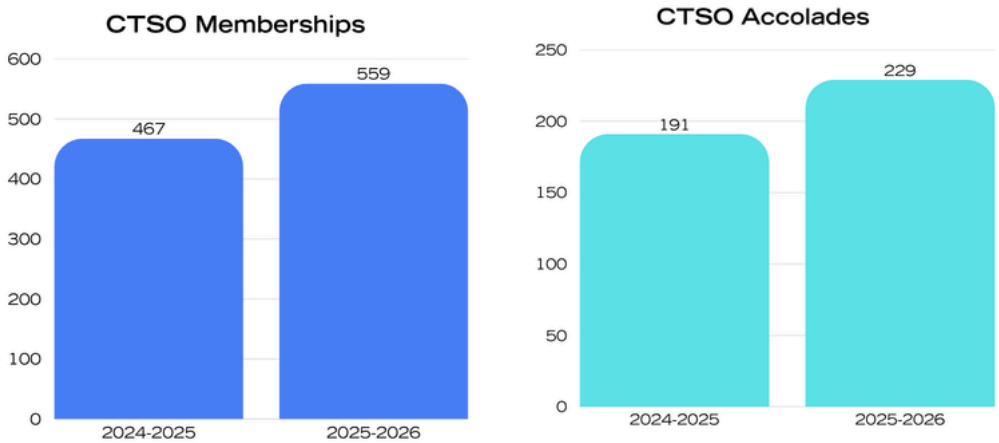
THANK YOU TO OUR CD2 SPONSORS!



MAKING HISTORY ON THE NATIONAL STAGE

Please join us in celebrating an extraordinary milestone as Aleshia Dupree became the first SkillsUSA National Champion in the history of the Bibb County School District. Competing against the nation's best Career, Technical, and Agricultural Education (CTAE) students, Aleshia demonstrated exceptional technical expertise, professionalism, leadership, and determination to earn the highest honor at the SkillsUSA National Leadership & Skills Conference.

CTSO IMPACT Two-Year Comparison



+92 Members
19.7% Increase
from 2024-2025 to 2025-2026

+38 Accolades
19.9% Increase
from 2024-2025 to 2025-2026



BIBB COUNTY YOUNG FARMERS

Connecting agricultural education, students, industry and the Macon-Bibb community through adult education, hands-on learning, partnerships, service and leadership.

For more information about Bibb County Young Farmers, contact Robbie Bartlett, Young Farmer Teacher at robbie.bartlett@bcsdk12.net



20+
Community & Industry Partnerships

20+
Programs, Workshops & Tours

500+
Volunteer & Service Hours

GEORGIA YOUNG FARMERS ASSOCIATION
ORGANIZED 1970

159+
Members, Guests & Partners Engaged

69+
Young Farmer Members

ADULT EDUCATION
Urban gardening • Egg candling certification • Small farmers workshop

COMMUNITY ENGAGEMENT
Student farm experiences • Hydroponics • Food forest • Industry tours

LEADERSHIP & ADVOCACY
Statewide representation • Legislative engagement • FFA connections

The mission of agricultural education in Georgia schools is to deliver premier learning systems in agricultural, environmental, and leadership education while building agricultural literacy from elementary school through high school.





FLEX
FOUNDATIONAL LEADERSHIP & ENTREPRENEUR X-PERIENCE

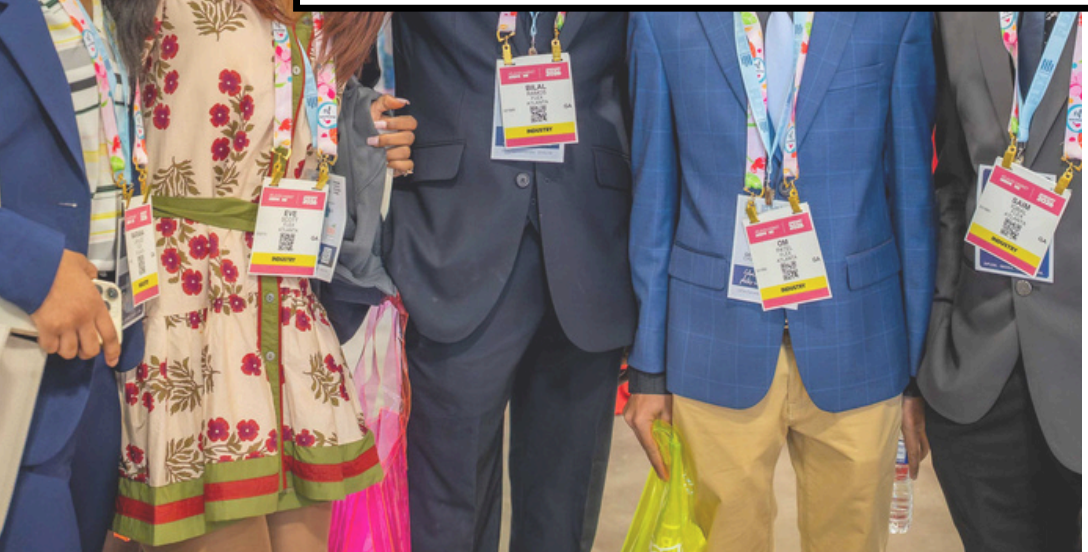
FLEX gives Georgia high school students the opportunity to transform innovative ideas into real, student-owned businesses while developing entrepreneurial, leadership, and career-ready skills. The program supports the Bibb CTSE 4E's, particularly Entrepreneurship, by giving students hands-on experience in developing, launching, and managing a business while building confidence and skills that extend beyond the classroom.

2025–2026 marked the fourth year of Bibb County competing in FLEX, with 21 student businesses competing. FLEX provides students with opportunities to become future entrepreneurs, employers, and community leaders. The program is supported by the **Macon Chamber of Commerce** and our FLEX Community Sponsor, **The Griffith Family Foundation**, connecting students with local business leaders and real-world experiences.











CTAE STUDENT OF THE YEAR



The CTAE Student of the Year Celebration is an end-of-year event honoring the students who represent the best of what Bibb County CTAE has to offer. The celebration recognizes students who demonstrate leadership, career readiness, achievement, and a commitment to their pathway while serving as examples of the opportunities Bibb CTAE creates for students.

The 2025–2026 Bibb County CTAE Student of the Year, Remiya Stephens, is a graduate of Rutland High School and served as State President of Georgia FFA. She is continuing her education at the University of Georgia, pursuing a degree in Agricultural Communication.

Her leadership, accomplishments, and continued pursuit of education exemplify the impact of Bibb CTAE in helping students develop their talents, lead at the highest levels, and carry their experiences into their futures.





This year's annual report highlights what can be achieved when education, government, and industry work together to create meaningful opportunities and prepare students for the careers of tomorrow.

Dr. Lori Ward-Rodgers | Assistant Superintendent of District Effectiveness & Federal Programs



When education and industry align around a shared vision, students thrive. This year's annual report showcases the power of partnerships in creating pathways that prepare every student to graduate ready for high-demand, high-opportunity careers.

Dr. Cassandra Miller-Washington | Executive Director of CTAE/CEO of W.S. Hutchings CCA

BIBB COUNTY SCHOOL DISTRICT • CAREER TECHNICAL & AGRICULTURAL EDUCATION • ENLISTED ENTREPRENEURSHIP • SPECIALIZED SAMPLOTED •

CTAE DELIVERS

GEORGIA'S FUTURE WORK FORCE