El Paso Independent School District

Center For Career & Technology Education

2022-2023 Campus Improvement Plan

Mission Statement

CCTE will provide each student a seamless transition from their program of study as outlined in their House Bill 5 Endorsement and specific pathway to their post-secondary education or career opportunities.

Vision

CCTE will increase the number of advanced technical opportunities to include local non-paid internship opportunities, state and national licensures, local, state, and national certifications, dual credit courses, and state-wide articulations.

The first presentation of the CIP will be during PLC's (Fall 2022). Due to the campus being centrally located, the CIP will be posted on the campus website (episd.org/ccte) and a call out to all parents of enrolled students will be sent Fall 2022 for an opportunity for parent review and feedback.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Demographics Summary

The Center for Career and Technology Education (CCTE) is a districtwide school that provides instruction and services for all EPISD comprehensive high schools and offers students an opportunity to complete their coherent sequence within the College and Career Readiness Plan as they strive to complete their HB5 Endorsement.

CCTE is a microcosm of the entire EPISD picture as far as ethnicity, language, and specialized programs when compared to the state of Texas.

Ethnicity	EPISD	Texas	Special Programs	EPISD	Texas
Hispanic	81.3%	48.9%	ESL / Bilingual	22.7%	16.1%
White, not Hispanic	12.0%	33.0%	Career & Tech	30.0%	21.3%
Black, not Hispanic	4.90%	14.0%	Gifted & Talented	9.60%	7.60%
Other, not Hispanic	1.80%	4.10%	Special Education	8.30%	9.00%
			Econ Disadvantaged	66.9%	59.0%

Demographics Strengths

CCTE is a microcosm of the entire EPISD picture as far as ethnicity, language, and specialized programs when compared to the state of Texas.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Most struggles center upon resources for the individual student. **Root Cause:** Not all students are financially prepared to enroll in a certification program.

Student Learning

Student Learning Summary

CCTE prides itself in assisting students to excel in different formats:

CCTE provides EPISD and those attending students more certification opportunities than any other campus.

- 2015-2016 (173 of 200= Pass rate 86.5%) Participation - Fewer Students 42
- 2016-2017 (175 of 210= Pass rate 83.3%) Participation - More Students 2
- 2017-2018 (340 of 414= Pass rate 94.2%) Participation - More Students 165
- 2018-2019 (705 of 987= Pass rate 71.4%) Participation - More Students 573
- 2019-2020 (169 of 203= Pass rate 85.2%) Limited Participation due to COVID
- 2020-2021 (320 of 485= Pass rate 65.9%) Limited Participation due to COVID
- 2021-2022 (569 of 1217= Pass rate 46.75%) Participation - More Students participated than ever before
- 2022-2023 (xxxx of xxxx = Pass Rate xx.x%) Participation Rate xxxx of xxxx (Data to be available in the summer of 2023)

CCTE provides EPISD and those attending students a rigorous learning environment that focuses on student success (Obtaining Credit).

- 2015-2016 (1221 of 1321 = 92.4% success)
- 2016-2017 (1237 of 1319 = 93.8% success)
- 2017-2018 (1137 of 1212 = 94.8% success)
- 2018-2019 (1194 of 1224 = 97.5% success)
- 2019-2020 (1402 of 1453 = 96.5% success)
- 2020-2021 (2063 of 2419 = 85.3% success) Limited Participation due to COVID
- 2021-2022 (927 of 1255 = 76.6% success) includes all 293 failures (86 CCTE / 207 Home Campus)
- 2021-2022 (1169 of 1255 = 93.1% success) includes only CCTE 86 failures
- 2022-2023 (xxxx of xxxx = xx.x% success) includes all xxxx failures (xxxx CCTE / xxxx Home Campus)
- 2022-2023 (xxxx of xxxx = xx.x% success) includes only CCTE xxxx failures

Student Learning Strengths

CCTE prides itself in assisting students excel in different formats according to their **College and Career Readiness Plan**:

- Enrolling and participating in Dual Credit and Articulated programs connected with El Paso Community College (EPCC).
- Enrolling and participating in certification programs that offer state and federal certification that are recognized by the various industries.
- Enrolling and participating in programs that offer nonpaid and paid internship opportunities.
- Enrolling and participating in programs that offer leadership development and networking opportunities within specific industries (Career and Technology Student Organizations).

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Most struggles center upon resources for the individual student. **Root Cause:** Not all students are financially prepared to enroll in a certification program.

School Processes & Programs

School Processes & Programs Summary

CCTE has a team of diverse professionals with different skill sets to include industry certifications and experience to assist the student as they prepare to move into a specific industry.

School Processes & Programs Strengths

<u>**CCTE consistently works toward:**</u>

- Building a team of highly qualified CTE instructors; assign a mentor to all new faculty and staff.
- Provide meaningful and industry based staff development for all teachers and staff.
- Faculty and staff plan for the future as they determine the needs of all programs and classrooms to include labs and shops. Teachers are asked to create and maintain a 1/3/5 year plan that outlines what changes are occurring in the industry and at the post-secondary level.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: CCTE occasionally struggles to find qualified individuals to teach in specific CTE areas. **Root Cause:** EPISD and other public school districts struggle to match compensation packages that are equivalent to industry salaries.

Perceptions

Perceptions Summary

Since CCTE is a microcosm of the entire EPISD picture as far as ethnicity, language, and specialized programs, the faculty and staff work diligently to develop opportunities to allow all students to work within diverse groups when it comes to personal and professional development.

Perceptions Strengths

CCTE provides the following opportunities to develop the "CCTE Atmosphere of Professionalism" as all students work towards being, "College Ready, Career Ready, and Life Ready."

- "No Means No" Sexual Assault Prevention presentation. (http://nomeansno-ep.org/) - 12th Annual Event
- Campus Fundraiser to fund student identified initiatives - 11th Annual Event

CCTE has activities to allow parents and community members to participate in the education and readiness activities of all students.

- CCTE Palooza (Open House for all to visit the campus and programs) - A minimum of twice a year.
- CCTE Program Advisories (Teachers are asked to meet with individuals in their perspective industries and high education partners.)
- CCTE participates in EPISD campus career days (ES) and HB5 Orientations (MS).

Problem Statements Identifying Perceptions Needs

Problem Statement 1: CCTE does not serve all interested students in EPISD. **Root Cause:** Most parents, EPISD employees, and students are not aware of the programs CCTE has to offer and the benefits of each pathway.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- Campus goals
- HB3 CCMR goals

Goals

Goal 1: Active Learning

El Paso ISD will ensure that our community has a successful, vibrant, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.

Directly Supports:
Board Goals 1-3

Performance Objective 1: All Students will be encouraged to partake in all added values available within their course work and program of study.

Evaluation Data Sources: Prologic Class Rosters
Industry Certification Results

Strategy 1 Details	Reviews			
Strategy 1: Assist students enroll and take advantage of the following: Courses offering local, state, and national certifications	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: CCTE will increase the number of students participating in a Certification Opportunity @ CCTE to 80%. As of 09.23.2022, we have 508 second year students... As of 09.23.2022, we have 870 first year students... **Staff Responsible for Monitoring:** Administrators CTE Counselors	0%	0%		
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 2: Great Community Schools

El Paso ISD will ensure that our students and community are served by effective employees in safe and supportive learning environments.

Performance Objective 1: Promote Zero Tolerance for all forms of Bullying and Harassment.

    Evaluation Data Sources: Campus Rosters

Strategy 1 Details				Reviews			
Strategy 1: Informative Presentations:				**Formative**			**Summative**
"No Means No"				**Nov**	**Jan**	**Mar**	**June**

Sexual Assault Prevention presentation. (http://nomeansno-ep.org/) - 10th Annual Event
    Staff Responsible for Monitoring: Administrators
        CTE Counselors
				40%			

	0% No Progress		100% Accomplished		→ Continue/Modify		✕ Discontinue

Goal 2: Great Community Schools

El Paso ISD will ensure that our students and community are served by effective employees in safe and supportive learning environments.

Performance Objective 2: CCTE will provide the following opportunities to develop the "CCTE Atmosphere of Professionalism" as all students work towards being, "College Ready, Career Ready, and Life Ready."

Evaluation Data Sources: Campus Orientation Agendas / Fliers,
Campus Student Handbook,
Increased participation in programs

Strategy 1 Details			Reviews			
Strategy 1: CCTE will nurture students through campus orientations and classroom discussions to stress the impact of attendance on their attainment of credits towards graduation and the completion of their program to include certification. **Staff Responsible for Monitoring:** Administrators CTE Counselors			**Formative**			**Summative**
			Nov	**Jan**	**Mar**	**June**
			40%			

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 3: Lead with Character and Ethics

El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service and support in all district operations.

Performance Objective 1: Establish processes that minimize negative environmental impact and sustain healthy and working facilities.

   Evaluation Data Sources: 1/3/5 Year CTE Teacher Plans
   BOY Program Evaluations

Strategy 1 Details	Reviews			

Strategy 1: Maintain materials and equipment needed for Administration to support the entire campus instructional goals.
 	
Continue to improve facility in order to meet the needs of a growing student population.
   Staff Responsible for Monitoring: Administrators
   CTE Counselors
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**
	100%	100%	100%	
0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue	

Goal 4: Community Partnerships

El Paso ISD will maintain positive and productive partnerships with parents and state and community organizations to facilitate the success of all students.

Performance Objective 1: CCTE will participate in multiple Community Awareness Activities to promote all programs.

CCTE will host 'Palooza's' at strategic times to allow parents, students, and community partners to visit the campus and meet the faculty and staff to include orientations to all programs.

    Evaluation Data Sources: CCRP - Student Plans
Call-out Rosters

Strategy 1 Details			Reviews			
Strategy 1: CCTE will host 'Palooza's' at strategic times to allow parents, students, and community partners to visit the campus and meet the faculty and staff to include orientations to all programs.			**Formative**			**Summative**
			Nov	**Jan**	**Mar**	**June**

Projected Dates are:
 	
CCTE Open House Palooza's (July 2022 and May 2023)
CCTE Sophomore recruitment visits (13) - dates to be determined
EPISD HB5 Student Parent Nights (16) - dates to be determined
EPISD Showcase Events (Bassett, Fountains @ Farah, Outlet Shoppes) - dates to be determined
    Strategy's Expected Result/Impact: Increased awareness and enrollment.
    Staff Responsible for Monitoring: CCTE Administrators
    CTE Counselors
			50%			

0% No Progress	100% Accomplished	Continue/Modify	X Discontinue			

2022-2023 Campus Improvement Team

Committee Role	Name	Position
Nurse	Cindy Jaime	Nurse
Administrator	Matthew Farley	Principal
Administrator	Charlton Archard	Assistant Principal (G&I)
District-level Professional	Leticia Arce-Miranda	Coordinator CTE Student Support
Non-classroom Professional	Joseph Sanchez	Counselor
Non-classroom Professional	Elisa Ayala	Counselor
Classroom Teacher	David Alvarado	Teacher
Classroom Teacher	Amaris Hammer	Teacher
Classroom Teacher	Berlin Quesada	Teacher
Classroom Teacher	Michael Beauregard	Teacher
Classroom Teacher	Victor Ramirez	Teacher
Classroom Teacher	Santos Guillen	Teacher
Classroom Teacher	Travis Hamilton	Teacher
Hourly Representative	Cindy Veloz	Hourly Representative
Community Representative	Magda Escobar	Community Representative
Business Representative	Cynthia Perez	Business Representative
Student	Maria Hanna	Student
Parent	Ken Hanna	Parent
Classroom Teacher	Julio Monarez	Teacher
Classroom Teacher	Alfred Seelig	Teacher
Business Representative	Jennifer Ramirez	Business Representative