

**El Paso Independent School District**  
**Center For Career & Technology Education**  
**2021-2022 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 2021). Due to the campus being centrally located, the CIP will be posted on the campus website ([episd.org/ccte](http://episd.org/ccte)) and a call out to all parents of enrolled students will be sent Fall 2021 for an opportunity for parent review and feedback.

# Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	4
School Processes & Programs	6
Perceptions	7
Priority Problem Statements	8
Comprehensive Needs Assessment Data Documentation	9
Goals	10
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	11
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.	11
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.	13
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.	14
2021-2022 Campus Improvement Team	15
Campus Funding Summary	16
Addendums	21

# Comprehensive Needs Assessment

Revised/Approved: February 9, 2021

## 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.

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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 administratively prepared to enroll in a DC program (TSI/Apply Texas/EA Form).

# Student Learning

## Student Learning Summary

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

### **CCTE provides EPISD and those attending students more CTE dual credit opportunities than any other campus.**

- 2015-2016 (332/422= + 90)
- 2016-2017 (214/307= + 93)
- 2017-2018 (213/370= +157)
- 2018-2019 (277/339= + 62)
- 2019-2020 (430/461= +31)
- 2020-2021 (358/336= - 22) Decrease due to COVID and requirement to attend class.

### **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

### **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

## Student Learning Strengths

CCTE prides itself in assisting students excel in different formats according to their **College and Career 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 administratively prepared to enroll in a DC program (TSI/Apply Texas/EA Form).

# 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

### CCTE consistently works toward:

- 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.

CCTE has monthly Campus Improvement Team meetings to allow for parents and community members to advise the principal in making decisions that impact the success of all students.

## 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/>) - 10th Annual Event
- Campus Fundraiser to fund student identified initiatives - 10th 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 needs to coordinate with home campus counselors to ensure that students and parents are aware of unique opportunities. **Root Cause:** Not all parents and students are aware of the programs available at CCTE to EPISD students.



# 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

Revised/Approved: May 25, 2021





## 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:** TEAMS / EPCC Database

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Assist students enroll and take advantage of the following:  Dual Credit Courses Articulated Courses <b>Staff Responsible for Monitoring:</b> Administrators CTE Counselors <b>Funding Sources:</b> Equipment, Consumables - 199 General Fund - 199.11.6399, 199.11.6396, 199.11.6395 - \$158,300	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Assist students enroll and take advantage of the following:  Courses offering local, state, and national certifications <b>Staff Responsible for Monitoring:</b> Administrators CTE Counselors	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





**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			
<b>Strategy 1: Informative Presentations:</b>  "No Means No"  Sexual Assault Prevention presentation. ( <a href="http://nomeansno-ep.org/">http://nomeansno-ep.org/</a> ) - 10th Annual Event <b>Staff Responsible for Monitoring:</b> Administrators CTE Counselors	Formative			Summative
	Nov	Feb	Apr	June





 No Progress
 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			
<p><b>Strategy 1:</b> 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.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators CTE Counselors</p>	Formative			Summative
	Nov	Feb	Apr	June
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**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			
<p><b>Strategy 1:</b> Maintain materials and equipment needed for Administration to support the entire campus instructional goals.</p> <p>Continue to improve facility in order to meet the needs of a growing student population.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators CTE Counselors</p> <p><b>Funding Sources:</b> - 199 General Fund</p>	Formative			Summative
	Nov	Feb	Apr	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**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 have multiple open house 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			
<p><b>Strategy 1:</b> 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.</p> <p>Projected Dates are:</p> <p>A - Saturday - Prior to the first day of school, CCTE will have its 'Welcome Back' Palooza.</p> <p>B - Saturday - (Approx. May 1st), CCTE will have its 'Get Ready for August' Palooza.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased awareness and enrollment.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators CTE Counselors</p>	Formative			Summative
	Nov	Feb	Apr	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

# 2021-2022 Campus Improvement Team

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Nurse	Cindy Jaime	Nurse
Administrator	Matthew Farley	Principal
Administrator	Charlton Archard	Assistant Principal (G&I)
District-level Professional	Eric Winkelman	Director, CTE
Non-classroom Professional	Joseph Sanchez	Counselor
Non-classroom Professional	Elisa Ayala	Counselor
Classroom Teacher	David Alvarado	Teacher
Classroom Teacher	Martin Castillo	Teacher
Classroom Teacher	Amaris Hammer	Teacher
Classroom Teacher	Maria Pajarito	Teacher
Classroom Teacher	Kenneth Persinger	Teacher
Classroom Teacher	Ben Snyder	Teacher
Classroom Teacher	Berlin Quesada	Teacher
Classroom Teacher	Sylvia Garcia	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	Katelynn Rodriguez	Student
Parent	Imelda Rodriguez	Parent



# Campus Funding Summary

199 General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Equipment, Consumables	199.11.6399, 199.11.6396, 199.11.6395	\$158,300.00
3	1	1			\$0.00
<b>Sub-Total</b>					\$158,300.00
<b>Budgeted Fund Source Amount</b>					\$158,300.00
<b>+/- Difference</b>					\$0.00
185 SCE (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
185 SCE (District)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
211 Title I, 1003 School Improvement Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
211 ESEA Title I, Part D					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00

211 ESEA Title I, Part D					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
211 ESEA Title I (District)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
211 ESEA Title I (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
255 Title II (District)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
255 Title II (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00

263 Title III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
186 High School Allotment					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
224 (IDEA B)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
225 IDEA B Pre School					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
289 Title IV					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00

College Board					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
212-Title I, Part C Migrant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
429 Truancy Prevention Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
211 Transformation Zone Grant (SO 887)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
429 MIZ Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00

429 MIZ					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
TEHCY Texas Education for Homeless Children & Yout					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
ESSER Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
276 Instructional Continuity Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
<b>Sub-Total</b>					\$0.00
<b>Budgeted Fund Source Amount</b>					\$0.00
<b>+/- Difference</b>					\$0.00
<b>Grand Total</b>					\$158,300.00

# Addendums