

El Paso Independent School District
Center For Career & Technology Education
Improvement Plan
2020-2021



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 (07.29.2020 and 07.30.2020). 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 on Saturday, 08.08.2020 for an opportunity for parent review and feedback.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The Center for Career and Technology Education (CCTE) is a district wide school that instruction and services 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 administratively prepared to enroll in a DC program (TSI/Apply Texas/EA Form).

Student Learning

Student Learning Summary

CCTE prides itself in assisting students 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)
- 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 (Unknown due to COVID 19)
- 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)

Student Learning Strengths

CCTE prides itself in assisting students excel in different formats according to their CCRP:

- 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 non paid 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/>) - 9th Annual Event
- Campus Fundraiser to fund student identified initiatives - 9th 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

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 with in their course work and program of study.

Evaluation Data Sources: TEAMS / EPCC Database

Summative Evaluation: None


Strategy 1: Assist students enroll and take advantage of the following:	
Dual Credit Courses	
Strategy's Expected Result/Impact: None	Formative Nov Feb Apr Summative June
Staff Responsible for Monitoring: Administrators CTE Counselors	
Title I Schoolwide Elements: None	
TEA Priorities: None	
ESF Levers: None	
Problem Statements: None	
Funding Sources: None	


Strategy 2: Assist students enroll and take advantage of the following:


Courses offering local, state, and national certifications

Strategy's Expected Result/Impact: None	Formative Nov Feb Apr Summative June	
Staff Responsible for Monitoring: Administrators CTE Counselors		
Title I Schoolwide Elements: None		Problem Statements: None
TEA Priorities: None		Funding Sources: None
ESF Levers: None		

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

Evaluation Data Sources: Campus Rosters

Summative Evaluation: None

Strategy 1: Informative Presentations:	
"No Means No"	
Sexual Assault Prevention presentation. (http://nomeansno-ep.org/) - 7th Annual Event	
Strategy's Expected Result/Impact: None	Formative
Staff Responsible for Monitoring: Administrators CTE Counselors	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	
 No Progress  Accomplished  Continue/Modify  Discontinue	

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

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

Summative Evaluation: None

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.

Strategy's Expected Result/Impact: None

Staff Responsible for Monitoring: Administrators
CTE Counselors

Title I Schoolwide Elements: None

Problem Statements: None

TEA Priorities: None

Funding Sources:
None

ESF Levers: None

Formative

Nov


Feb


Apr

Summative

June

 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

Summative Evaluation: None

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.							
Strategy's Expected Result/Impact: None	<table border="1"> <tr><td>Formative</td></tr> <tr><td>Nov</td></tr> <tr><td>Feb</td></tr> <tr><td>Apr</td></tr> <tr><td>Summative</td></tr> <tr><td>June</td></tr> </table>	Formative	Nov	Feb	Apr	Summative	June
Formative							
Nov							
Feb							
Apr							
Summative							
June							
Staff Responsible for Monitoring: Administrators CTE Counselors							
Title I Schoolwide Elements: None	Problem Statements: None						
TEA Priorities: None	Funding Sources:						
ESF Levers: None	199 General Fund						
 No Progress  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 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

Summative Evaluation: None

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.

Projected Dates are:

A - Saturday - Prior to the first day of school, CCTE will have its 'Welcome Back' Palooza.

B - Saturday - (Approx. May 1st), CCTE will have its 'Get Ready for August' Palooza.

Strategy's Expected Result/Impact: Increased awareness and enrollment.		Formative
Staff Responsible for Monitoring: Administrators CTE Counselors		
Title I Schoolwide Elements: None	Problem Statements: None	
TEA Priorities: None	Funding Sources:	
ESF Levers: None	None	
		Summative
		June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

2020-2021 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	Eric Winkelman	Director, CTE
Classroom Teacher	Dominique Nehring	Teacher
Classroom Teacher	Michael Beauregard	Teacher
Classroom Teacher	Steven Gonzalez	Teacher
Classroom Teacher	Victor Ramirez	Teacher
Classroom Teacher	Ricky Pendell	Teacher
Classroom Teacher	Ricardo Rivera	Teacher
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
Student	Dante Coyazo	Student
Parent	Monique Coyazo	Parent
Parent	Mitchell Coyazo	Parent

Campus Funding Summary

199 General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	1			\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$144,899.20
+/- Difference					\$144,899.20
185 SCE (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$38,608.00
+/- Difference					\$38,608.00
185 SCE (District)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
211 Title I, 1003 School Improvement Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00

211 ESEA Title I, Part D					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
211 ESEA Title I (District)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
211 ESEA Title I (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$56,003.00
+/- Difference					\$56,003.00
255 Title II (District)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
255 Title II (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00

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

225 IDEA B Pre School					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
289 Title IV					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
College Board					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
212-Title I, Part C Migrant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00
+/- Difference					\$0.00
429 Truancy Prevention Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$0.00

429 Truancy Prevention Grant						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					+/- Difference	\$0.00
211 Transformation Zone Grant (SO 887)						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					\$0.00	
					Sub-Total	\$0.00
					Budgeted Fund Source Amount	\$0.00
					+/- Difference	\$0.00
429 MIZ Grant						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					\$0.00	
					Sub-Total	\$0.00
					Budgeted Fund Source Amount	\$0.00
					+/- Difference	\$0.00
429 MIZ						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					\$0.00	
					Sub-Total	\$0.00
					Budgeted Fund Source Amount	\$0.00
					+/- Difference	\$0.00
TEHCY Texas Education for Homeless Children & Yout						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
					\$0.00	
					Sub-Total	\$0.00
					Budgeted Fund Source Amount	\$0.00
					+/- Difference	\$0.00

TEHCY Texas Education for Homeless Children & Yout

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
Grand Total					\$0.00

Addendums