El Paso Independent School District

Center For Career & Technology Education

2014-2015 Goals/Performance Objectives/Strategies

Accountability Rating: Not Rated

Mission Statement

CCTE will provide each student a seamless transition from the program of study 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, certifications, dual credit courses, and state-wide articulations.

The first presentation of the CIP will be on Monday, September 9th, 2014 to the faculty during the faculty meeting. Due to being centrally located, the CIP will be posted on the campus website (ccte.episd.org) and a call out to all parents of enrolled students will be sent on September 10th, 2014 for an opportunity for parent review and feedback.

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Goals

Goal 1: El Paso ISD will ensure that our community has a successful, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.

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

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Mar	June
System Safeguard Strategies 1) Assist students enroll and take advantage of the following: 1. Dual Credit & Articulated courses. 2. Certification exams. 3. Non-paid and paid internships. 4. Pre-AP courses.	CTE Teachers, CCTE Administrators, CCTE Counselors	1-Dual Credit Rosters, 2-Certification Results (Carl Perkins Grant), 3-Work Study Plans, 4-AP Scores				
Funding Sources: 199 General Fund						
System Safeguard Strategies 2) CCTE faculty and staff will work together to apply for No Excuses University EPISD Initiative - CCTE will implement a refined campus wide belief in "College Ready, Career Ready, and Life Ready."	All Teachers, CCTE Administrators, CCTE Counselors	Artifacts will include acceptance by NEU and planning and implementation agendas, sign-in sheets, and minutes of the meetings, social media clips such as Facebook posts, YouTube and Vimeo videos.				
Funding Sources: 199 General Fund						
System Safeguard Strategies 3) CCTE Students will begin identifying the role of 'softskills' in the professional and academic environments. CCTE will use a mentoring software package to accompany the EPISD CCRP.	CTE Teachers, CCTE Administrators, CCTE Counselors	Artifacts will include implementation agendas, sign-in sheets, and minutes of the meetings.				
Funding Sources: 199 General Fund						
System Safeguard Strategies 4) CCTE Digital Footprint Initiative - All Faculty and staff will develop their professional E-Portfolios this fall to be part of their professional portfolio and program website.	All Teachers, CCTE Administrators, CCTE Counselors, Special Guests	Artifacts will include agendas, sign-in sheets, and minutes of the meetings, social media clips such as Facebook posts, Youtuube and Vimeo videos, professional resume, certifications, transcripts.				
Funding Sources: 199 General Fund						
System Safeguard Strategies 5) CCTE Digital Footprint Initiative - All students will develop their professional E-Portfolios this spring to be part of their professional portfolio.	All Teachers, CCTE Administrators, CCTE Counselors, Special Guests	Artifacts will include agendas, sign-in sheets, and minutes of the meetings, social media clips such as Facebook posts, Youtuube and Vimeo videos, professional resume, certifications, transcripts.				
✔ = Accomplished　 = Considerable　 = Some Progress　 = No Progress　✖ = Discontinue						

Goal 1: El Paso ISD will ensure that our community has a successful, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.

Performance Objective 2: All instructional personnel will fully implement EPISD's Core curriculum for increased instructional rigor and higher student achievement.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Mar	June
System Safeguard Strategies 1) CCTE faculty and staff will need to monitor all students taking core classes at CCTE. Instructional time for students from Austin, Bowie, Burges, Chapin, Coronado, and Irvin due to traditional and hybrid schedule design does not match the time allocated to their peers on those campuses. Students taking their core classes only receive 80% of the face to face time with their instructor.	All Teachers, CCTE Administrators, CCTE Counselors	Artifacts will include 3 week monitoring individual student profiles that detail attendance, discipline, grades.				
	Funding Sources: 199 General Fund					

✔ = Accomplished   ◕ = Considerable   ◔ = Some Progress   ⬤ = No Progress   ✖ = Discontinue

Goal 1: El Paso ISD will ensure that our community has a successful, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.

Performance Objective 3: 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."

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Mar	June
System Safeguard Strategies 1) Nurture students into developing an awareness of becoming proactive in a Green Activities in the El Paso Region. Campus Green Activity will entail removing dead shrubs and plants, cleaning rock, installing weed barrier, planting new trees and shrubs (See attachment). This activity was requested by the students as a manner in which to beautify and improve this campus. The student body is very excited about this opportunity to take ownership of their educational experiences. This activity is highly encouraged, but is NOT mandatory.	All Teachers, CCTE Administrators, CCTE Counselors, Special Guests	Artifacts will include advertisement fliers, social media clips such as Facebook posts, Youtuube and Vimeo videos, callout logs to all parnts and students to include attendance sheets, and student relevance survey, fundraiser form				
		Funding Sources: 199 General Fund				

✔ = Accomplished 🟠 = Considerable ⚪ = Some Progress ⚪ = No Progress ❌ = Discontinue

Goal 2: El Paso ISD will ensure that our students, employees and our community are provided with a safe, secure and vibrant learning environment.

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

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Mar	June
System Safeguard Strategies 1) Informative Presentations: "No Means No" Sexual Assault Prevention presentation. (http://nomeansno-ep.org/) - 4th Annual Event	CCTE Administrators, CCTE Counselors	Artifacts will include presentation, attendance, decrease in referrals regarding harassment and student relevance survey				
	Funding Sources: 199 General Fund					
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Goal 2: El Paso ISD will ensure that our students, employees and our community are provided with a safe, secure and vibrant learning environment.
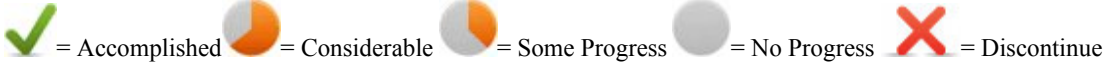
Performance Objective 2: Monitor and update Crisis Management Plan

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Mar	June
System Safeguard Strategies 1) Safety and Crisis Management Training for all staff members.	Assistant Principals	Agenda, Power Point, Sign-In Sheets. Decrease in OJI's for staff.				
	Funding Sources: 199 General Fund					
System Safeguard Strategies 2) Continue to conduct monthly fire drills.	Assistant Principals	Schedule, Timed Results and minutes from debriefing				
	Funding Sources: 199 General Fund					
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Goal 3: El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service orientation in all district operations.

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

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Mar	June
System Safeguard Strategies 1) Maintain materials and equipment needed for Administration to support the entire campus instructional goals.	CCTE Administrators	P.O., Inventory				
	Funding Sources: 199 General Fund					
System Safeguard Strategies 2) Continue to improve facility in order to meet the needs of a growing student population.	CCTE Administrators	P.O., Work Orders				
	Funding Sources: 199 General Fund					
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Goal 3: El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service orientation in all district operations.

Performance Objective 2: Uphold District Initiative of strong customer service campus wide.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Mar	June
System Safeguard Strategies 1) Training for all faculty and staff on Customer Service.	CCTE Administrators	Decrease in complaints from students, parents, and community				
	Funding Sources: 199 General Fund					
System Safeguard Strategies 2) Train teachers on customer service skills - communication and conference techniques.	CCTE Administrators	Decrease in complaints from students, parents, and community				
	Funding Sources: 199 General Fund					
✔ = Accomplished ◕ = Considerable ◑ = Some Progress ⬤ = No Progress ✖ = Discontinue						

Goal 4: El Paso ISD will recruit, employ, develop and retain a highly effective and qualified staff that successfully engages all students for success.

Performance Objective 1: CCTE will provide various avenues for all faculty and staff to be well prepared to motivate and prepare all of our students to be College and Career Ready

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Mar	June
System Safeguard Strategies 1) CCTE will have semi-monthly faculty meetings to provide for large group training's such as: (SPED/Alpha/Discipline/Finance&Budget)	All Teachers, CCTE Administrators, CCTE Counselors, Special Presenters	Artifacts will include agendas, sign-in sheets, and minutes of the meetings				
Funding Sources: 199 General Fund						
System Safeguard Strategies 2) CCTE will have weekly PLC's to provide small group discussions on campus/program/classroom needs to improve teaching and learning.	All Teachers, CCTE Administrators, CCTE Counselors, Special Presenters	Artifacts will include agendas, sign-in sheets, and minutes of the meetings				
Funding Sources: 199 General Fund						
System Safeguard Strategies 3) CCTE will have weekly Staff development (Campus Initiatives such as Digital Footprint / NEU / Softskills)	All Teachers, CCTE Administrators, CCTE Counselors, Special Presenters	Artifacts will include agendas, sign-in sheets, and minutes of the meetings. Products of the technology in-services will be available as well.				
Funding Sources: 199 General Fund						
System Safeguard Strategies 4) CCTE will have monthly technology training for campus clerks and custodial support personnel.	CCTE Administrators, Special Presenters	Artifacts will include agendas, sign-in sheets, and minutes of the meetings. Products of the technology in-services will be available as well.				
Funding Sources: 199 General Fund						
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Goal 4: El Paso ISD will recruit, employ, develop and retain a highly effective and qualified staff that successfully engages all students for success.

Performance Objective 2: Administration will conduct a minimum of 10 walk through informal observations per week to support teaching and learning.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Mar	June
System Safeguard Strategies 1) Walk Throughs will be conducted by assigned PLC's.	CCTE Administrators	Eduphoria				
	Funding Sources: 199 General Fund					
✔ = Accomplished = Considerable = Some Progress = No Progress ✖ = Discontinue						

Goal 5: El Paso ISD will maintain positive and productive partnerships with parents and our community to facilitate the success of all students

Performance Objective 1: Each CTE teacher will meet with their advisories.
Fall semester - October 17th & Spring Semester - May 4th

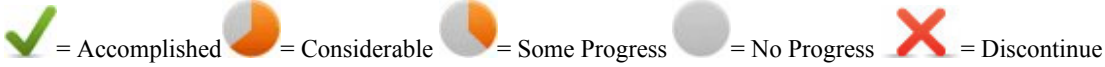| Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Mar	June
System Safeguard Strategies 1) Invite members to the CTE advisories for each program to ensure that the program meets the needs of all post secondary participants (Business Members, EPCC, DACC, UTEP, Certification Organizations, and Intership Partners).	CTE Teachers, CCTE Administrators	Artifacts will include agendas, sign-in sheets, and minutes of the meetings				
✓ = Accomplished ◕ = Considerable ◕ = Some Progress ● = No Progress ✗ = Discontinue						

Goal 5: El Paso ISD will maintain positive and productive partnerships with parents and our community to facilitate the success of all students

Performance Objective 2: The CCTE Leadership Team will develop a campus advisories to assist steer the direction of the campus as related to Business and Community needs.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Mar	June
System Safeguard Strategies 1) Invite members to the CCTE campus advisory to ensure that the campus is aligning all programs to include campus initiatives meet and exceed the needs of all post secondary participants / partners (Business Members, EPCC, DACC, UTEP, Certification Organizations, and Internship Partners). ----------- CCTE Campus Program Advisory (Business and Higher Education members to meet with the CIT / CLT to bring the post secondary needs to the campus and build bridges for all to benefit from.)	CCTE Administrators	Artifacts will include agendas, sign-in sheets, and minutes of the meetings.				
		Funding Sources: 199 General Fund				

✔ = Accomplished   = Considerable   = Some Progress   = No Progress   ✗ = Discontinue

Goal 5: El Paso ISD will maintain positive and productive partnerships with parents and our community to facilitate the success of all students

Performance Objective 3: CCTE will have multiple open house activities to promote all programs.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Oct	Jan	Mar	June
System Safeguard Strategies 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, ('Welcome Back' Palooza). B. Saturday - (Approx. May 3rd), CCTE will have its 'Get Ready for August' Palooza.	CTE Teachers, CCTE Administrators	Artifacts will include advertisement fliers, social media clips such as Facebook posts, Youtuube and Vimeo videos, callout logs to all potential students.				
	Funding Sources: 199 General Fund					
System Safeguard Strategies 2) CCTE College Night (Open house to allow students and parents to visit and work on all aspects of applying for college ad university admission and preparing to be college ready, career ready, ad life ready.)	CCTE Administrators CCTE Counselors	Artifacts will include advertisement fliers, social media clips such as Facebook posts, Youtuube and Vimeo videos, callout logs to all potential students.				
	Funding Sources: 199 General Fund					
System Safeguard Strategies 3) CCTE College Night (Open house to allow students and parents to visit and work on all aspects of applying for college ad university admission and preparing to be college ready, career ready, ad life ready.)	CCTE Administrators CCTE Counselors	Artifacts will include advertisement fliers, social media clips such as Facebook posts, Youtuube and Vimeo videos, callout logs to all potential students.				
	Funding Sources: 199 General Fund					
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System Safeguard Strategies

Goal	Performance Objective	Strategy	Description
1	1	1	Assist students enroll and take advantage of the following: 1. Dual Credit & Articulated courses. 2. Certification exams. 3. Non-paid and paid internships. 4. Pre-AP courses.
1	1	2	CCTE faculty and staff will work together to apply for No Excuses University EPISD Initiative - CCTE will implement a refined campus wide belief in "College Ready, Career Ready, and Life Ready."
1	1	3	CCTE Students will begin identifying the role of 'softskills' in the professional and academic environments. CCTE will use a mentoring software package to accompany the EPISD CCRP.
1	1	4	CCTE Digital Footprint Initiative - All Faculty and staff will develop their professional E-Portfolios this fall to be part of their professional portfolio and program website.
1	1	5	CCTE Digital Footprint Initiative - All students will develop their professional E-Portfolios this spring to be part of their professional portfolio.
1	2	1	CCTE faculty and staff will need to monitor all students taking core classes at CCTE. Instructional time for students from Austin, Bowie, Burges, Chapin, Coronado, and Irvin due to traditional and hybrid schedule design does not match the time allocated to their peers on those campuses. Students taking their core classes only receive 80% of the face to face time with their instructor.
1	3	1	Nurture students into developing an awareness of becoming proactive in a Green Activities in the El Paso Region. Campus Green Activity will entail removing dead shrubs and plants, cleaning rock, installing weed barrier, planting new trees and shrubs (See attachment). This activity was requested by the students as a manner in which to beautify and improve this campus. The student body is very excited about this opportunity to take ownership of their educational experiences. This activity is highly encouraged, but is NOT mandatory.
2	1	1	Informative Presentations: "No Means No" Sexual Assault Prevention presentation. (http://nomeansno-ep.org/) - 4th Annual Event
2	2	1	Safety and Crisis Management Training for all staff members.
2	2	2	Continue to conduct monthly fire drills.
3	1	1	Maintain materials and equipment needed for Administration to support the entire campus instructional goals.
3	1	2	Continue to improve facility in order to meet the needs of a growing student population.
3	2	1	Training for all faculty and staff on Customer Service.
3	2	2	Train teachers on customer service skills - communication and conference techniques.

Goal	Performance Objective	Strategy	Description
4	1	1	CCTE will have semi-monthly faculty meetings to provide for large group training's such as: (SPED/Alpha/Discipline/Finance&Budget)
4	1	2	CCTE will have weekly PLC's to provide small group discussions on campus/program/classroom needs to improve teaching and learning.
4	1	3	CCTE will have weekly Staff development (Campus Initiatives such as Digital Footprint / NEU / Softskills)
4	1	4	CCTE will have monthly technology training for campus clerks and custodial support personnel.
4	2	1	Walk Throughs will be conducted by assigned PLC's.
5	1	1	Invite members to the CTE advisories for each program to ensure that the program meets the needs of all post secondary participants (Business Members, EPCC, DACC, UTEP, Certification Organizations, and Intership Partners).
5	2	1	Invite members to the CCTE campus advisory to ensure that the campus is aligning all programs to include campus initiatives meet and exceed the needs of all post secondary participants / partners (Business Members, EPCC, DACC, UTEP, Certification Organizations, and Internship Partners). ----------- CCTE Campus Program Advisory (Business and Higher Education members to meet with the CIT / CLT to bring the post secondary needs to the campus and build bridges for all to benefit from.)
5	3	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, ('Welcome Back' Palooza). B. Saturday - (Approx. May 3rd), CCTE will have its 'Get Ready for August' Palooza.
5	3	2	CCTE College Night (Open house to allow students and parents to visit and work on all aspects of applying for college ad university admission and preparing to be college ready, career ready, ad life ready.)
5	3	3	CCTE College Night (Open house to allow students and parents to visit and work on all aspects of applying for college ad university admission and preparing to be college ready, career ready, ad life ready.)

2014-2015 Campus Improvement Team

Meeting Date: September 5, 2014

Committee Role	Name	Position	Signature
Administrator	Corinne Solis-Williamson	Assistant Principal	
Administrator	Charlton Archard	Assistant Principal (G&I)	
Administrator	Matthew Farley	Principal	
Alumn Representative	Victor Ramirez	Teacher TI (2016)	
Business Representative	Jerry Aguilera	Business Representative (Volunteer)	
Classroom Teacher	Ana Angerstein	HST Teacher (2015)	
Classroom Teacher	Rose Alvarez	Teacher FCS (2015)	
Classroom Teacher	Eddie Barber	Core Teacher (2016)	
Classroom Teacher	George Brooks	VST Teacher (2016)	
Classroom Teacher	Chelly Herrera	Core Teacher (2016)	
Classroom Teacher	Robert Pon	Teacher TI Shops (2015)	
Classroom Teacher	Sergio Renteria	HST Teacher (2016)	
Classroom Teacher	Domingo Sanchez	Teacher TI Shops (2015)	
Community Representative	Geronimo Garcia	Community Representative (Volunteer)	
District-level Professional	Eric Winkelman	ECB Representative	
Hourly Representative	Terry Govea	Business Agent (2016)	
Non-classroom Professional	Amy Goldfarb	Counselor (Assigned)	
Non-classroom Professional	Cindy Jaime	CCTE Nurse (Assigned)	
Non-classroom Professional	Gloria Villarreal	Counselor (Assigned)	
Parent	Teresa Clapsaddle-Ramos	Parent Rep (Volunteer)	
Student	Alexandria M. Ramos	Student Rep (Volunteer)	

El Paso Independent School District

Center For Career & Technology Education

2014-2015 Comprehensive Needs Assessment

Accountability Rating: Not Rated

Mission Statement

CCTE will provide each student a seamless transition from the program of study 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, certifications, dual credit courses, and state-wide articulations.

The first presentation of the CIP will be on Monday, September 9th, 2014 to the faculty during the faculty meeting. Due to being centrally located, the CIP will be posted on the campus website (ccte.episd.org) and a call out to all parents of enrolled students will be sent on September 10th, 2014 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 services all ten EPISD comprehensive high schools and offers students an opportunity to complete their coherent sequence within the College and Career Readiness Plan.

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

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.

Demographics Needs

The following demographic needs are listed in priority order:

1. Since nearly 68.9% of the students are Economically Disadvantaged, the faculty and staff need to understand the effects of poverty on the success of teaching and learning.
2. Since the campus provides services to a variety of areas of town (West-Side / South-side / Northeast / Central), the faculty and staff need to be cognisant of the perceptions associated with a student's origin and background, as well as recognizing ad understanding cultural differences as we

eliminate biases, and develop strong relationships between adults and students in their daily interactions.

Student Achievement

Student Achievement Summary

CCTE prides itself in assisting students from their home campus excel in different formats:

1. CCTE US History teachers mentored junior students to score a 98% pass rate on the EOC exam in the spring of 2014.
2. Certification details to come at a later point.

Student Achievement Strengths

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

1. Enrolling and participating in Dual Credit and Articulated programs connected with El Paso Community College (EPCC).
2. Enrolling and participating in certification programs that offer state and federal certification that are recognized by the various industries.
3. Enrolling and participating in programs that offer non paid and paid internship opportunities.
4. Enrolling and participating in programs that offer leadership development and networking opportunities within specific industries (Career and Technology Student Organizations).
5. Enrolling and participating in classes within certain programs that offer accelerated instruction such as Pre-Advanced Placement (Pre-AP).

Student Achievement Needs

These areas of need are listed in priority order:

1. All teachers need a deep understanding of the College and Career Readiness and how CCTE as a tech center impacts student success in all facets of learning.
2. There is a noticeable gap in student achievement (Credits/Certification/Internship) between All Students and At-Risk students.
3. There is a consistent drop in the number of students who have been capable of passing the TSI and other measures in order to take Dual Credit classes within specific programs.
4. There is a slight drop in senior students enrolling and completing advanced courses in their final year.
5. Attendance tends to be lower for the at-risk and economically disadvantaged students.

School Culture and Climate

School Culture and Climate 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.

School Culture and Climate Strengths

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

- "No Means No" Sexual Assault Prevention presentation. (http://nomeansno-ep.org/) - 4th Annual Event
- Campus Fundraiser to fund student identified initiatives - 4th Annual Event
- Campus Green Activity - 4th Annual Event

School Culture and Climate Needs

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

- CCTE Digital Footprint Initiative - All Faculty, staff and students will develop their professional E-Portfolios.
- CCTE No Excuses University Initiative - CCTE will apply for and implement a <u>refined</u> campus wide belief in **"College Ready, Career Ready, and Life Ready."**
- CCTE Students will begin identifying the role of 'softskills' in the professional and academic environments.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

CCTE has a team of diverse professionals with different skill sets to include industry certifications and experience in the field which directly linked to the fields of interest that match the CCRP and course request of the student population.

Staff Quality, Recruitment, and Retention Strengths

CCTE consistently works toward:

- Build a team of high qualified CTE instructors and Core teachers.
- Assign a mentor to all new faculty and staff.
- Provide staff development for all teachers and staff.

Staff Quality, Recruitment, and Retention Needs

CCTE consistently needs to work towards improvement by participating in the following:

- CCTE will have semi-monthly faculty meetings to provide for large group trainings (SPED/Alpha/Discipline/Finance&Budget).
- CCTE will have weekly PLC's to provide small group discussions on campus/program/classroom needs to improve teaching and learning.
- CCTE will have weekly Staff development (Campus Initiatives such as Digital Footprint / NEU / Softskills)
- CCTE will have monthly technology training for campus clerks and custodial support personnel.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

CCTE has 29 programs offering various pathways as outlined in HB5 within three of the endorsement pathways.

CCTE has 9 Dual Credit Programs (All CTE).

CCTE has 4 programs especially designed for those needing CTED environments. SPED students identified as needing programs especially designed as Career and Technology Education for the Disadvantaged.

CCTE has core classes (for students from Austin, Bowie, Burges, Chapin, Coronado, and Irvin due to traditional and hybrid schedule design)

Curriculum, Instruction, and Assessment Strengths

The following strengths have been identified:

- The CTE Curriculum implementation is becoming more consistent. Teachers have a better understanding the value of providing a guaranteed and viable curriculum.

Curriculum, Instruction, and Assessment Needs

The following needs have been identified:

- CCTE faculty and staff will need to monitor all students taking core classes at CCTE. Instructional time for students from Austin, Bowie, Burges, Chapin, Coronado, and Irvin due to traditional and hybrid schedule design does not match the time allocated to their peers on those campuses. Students taking their core classes only receive 80% of the face to face time with their instructor.

Family and Community Involvement

Family and Community Involvement Summary

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.

Family and Community Involvement Strengths

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) - Spring time only
- CCTE Program Advisories (Teachers are asked to meet with individuals in their perspective industries and high education partners.)

Family and Community Involvement Needs

CCTE needs new and innovative activities to allow parents and community members to take a larger role as they participate in the education and readiness activities of all students.

- CCTE College Night (Open house to allow students and parents to visit and work on all aspects of applying for college ad university admission)
- CCTE Palooza (Open House for all to visit the campus and programs) - One per Semester
- CCTE Campus Program Advisory (Business and Higher Education members to meet with the CIT / CLT to bring the post secondary needs to the campus and build bridges for all to benefit from.)

School Context and Organization

School Context and Organization Summary

With the implementation of the College and Career Readiness planner, CCTE enrollment has steadily climbed since 2009.

School Context and Organization Strengths

CCTE has various activities to continue to strive for increased enrollment. (Existing Activities)

- Prior to pre-registration, sophomore tours are scheduled in the fall semester.
- Prior to scheduling, CCTE Palooza is scheduled in the spring semester.

School Context and Organization Needs

CCTE will implement new innovative activities to maximize efforts to increase enrollment. (New Activities)

- Prior to the first day of school, CCTE will have its 'Welcome Back' Palooza to invite registered students to visit the campus, as well as those who missed registration.
- CCTE has implemented the a social media blitz in the recruiting efforts for our 21st century clients:
    - CCTE Mobile App (iTunes/Play Store)
    - CCTE Facebook
    - CCTE Youtube Channel
    - CCTE Vimeo Channel
    - CCTE State of the Art Website
    - CCTE Principal Remind Me Text Service
- Prior to scheduling, (Approx April), CCTE Teachers will begin focused recruiting using the CCRP and POS to target and meet with new potential students.
- After scheduling, (Approx May), CCTE will have its 'Get Ready for August' Palooza to invite pre-registered students to visit the campus, as well as those who missed registration.

Technology

Technology Summary

Faculty and staff plan for the future as they determine the needs of all programs and classromms to inlcude labs and shops. Teachers are asked to create and maintain a 1/3/5 year plan that outlines what changes are occuring in the industry and at the post secondary level.

Technology Strengths

All programs offer studets the opportuntiy to utilize equipment seen in specific industries as related to their CCRP.

Technology Needs

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

- CCTE Digital Footprint Innitative - All Faculty, staff and students will develop their professional E-Portfolios.
- CCTE No Excuses Univeristy Innitative - CCTE will apply for and implement a **refined** campus wide belief in **"College Ready, Career Ready, and Life Ready."**
- CCTE Students will begin identifying the role of 'softskills' in the professional and academic environments.

El Paso Independent School District

Center For Career & Technology Education

2014-2015

Accountability Rating: Not Rated

Mission Statement

CCTE will provide each student a seamless transition from the program of study 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, certifications, dual credit courses, and state-wide articulations.

The first presentation of the CIP will be on Monday, September 9th, 2014 to the faculty during the faculty meeting. Due to being centrally located, the CIP will be posted on the campus website (ccte.episd.org) and a call out to all parents of enrolled students will be sent on September 10th, 2014 for an opportunity for parent review and feedback.

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Goal 1: El Paso ISD will ensure that our community has a successful, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.

Performance Objective 1: All Students will be encouraged to partake in all added values available with in their course work and program of study.
Performance Objective 2: All instructional personnel will fully implement EPISD's Core curriculum for increased instructional rigor and higher student achievement.
Performance Objective 3: 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."

Goal 2: El Paso ISD will ensure that our students, employees and our community are provided with a safe, secure and vibrant learning environment.

Performance Objective 1: Promote Zero Tolerance for all forms of Bullying and Harassment.
Performance Objective 2: Monitor and update Crisis Management Plan

Goal 3: El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service orientation in all district operations.

Performance Objective 1: Establish processes that minimize negative environmental impact and sustain healthy and working facilities.
Performance Objective 2: Uphold District Initiative of strong customer service campus wide.

Goal 4: El Paso ISD will recruit, employ, develop and retain a highly effective and qualified staff that successfully engages all students for success.

Performance Objective 1: CCTE will provide various avenues for all faculty and staff to be well prepared to motivate and prepare all of our students to be College and Career Ready
Performance Objective 2: Administration will conduct a minimum of 10 walk through informal observations per week to support teaching and learning.

Goal 5: El Paso ISD will maintain positive and productive partnerships with parents and our community to facilitate the success of all students

Performance Objective 1: Each CTE teacher will meet with their advisories.
Fall semester - October 17th & Spring Semester - May 4th
Performance Objective 2: The CCTE Leadership Team will develop a campus advisories to assist steer the direction of the campus as related to Business and Community needs.
Performance Objective 3: CCTE will have multiple open house activities to promote all programs.

System Safeguard Strategies

Goal	Performance Objective	Strategy	Description
1	1	1	Assist students enroll and take advantage of the following: 1. Dual Credit & Articulated courses. 2. Certification exams. 3. Non-paid and paid internships. 4. Pre-AP courses.
1	1	2	CCTE faculty and staff will work together to apply for No Excuses University EPISD Initiative - CCTE will implement a refined campus wide belief in "College Ready, Career Ready, and Life Ready."
1	1	3	CCTE Students will begin identifying the role of 'softskills' in the professional and academic environments. CCTE will use a mentoring software package to accompany the EPISD CCRP.
1	1	4	CCTE Digital Footprint Initiative - All Faculty and staff will develop their professional E-Portfolios this fall to be part of their professional portfolio and program website.
1	1	5	CCTE Digital Footprint Initiative - All students will develop their professional E-Portfolios this spring to be part of their professional portfolio.
1	2	1	CCTE faculty and staff will need to monitor all students taking core classes at CCTE. Instructional time for students from Austin, Bowie, Burges, Chapin, Coronado, and Irvin due to traditional and hybrid schedule design does not match the time allocated to their peers on those campuses. Students taking their core classes only receive 80% of the face to face time with their instructor.
1	3	1	Nurture students into developing an awareness of becoming proactive in a Green Activities in the El Paso Region. Campus Green Activity will entail removing dead shrubs and plants, cleaning rock, installing weed barrier, planting new trees and shrubs (See attachment). This activity was requested by the students as a manner in which to beautify and improve this campus. The student body is very excited about this opportunity to take ownership of their educational experiences. This activity is highly encouraged, but is NOT mandatory.
2	1	1	Informative Presentations: "No Means No" Sexual Assault Prevention presentation. (http://nomeansno-ep.org/) - 4th Annual Event
2	2	1	Safety and Crisis Management Training for all staff members.
2	2	2	Continue to conduct monthly fire drills.
3	1	1	Maintain materials and equipment needed for Administration to support the entire campus instructional goals.
3	1	2	Continue to improve facility in order to meet the needs of a growing student population.
3	2	1	Training for all faculty and staff on Customer Service.
3	2	2	Train teachers on customer service skills - communication and conference techniques.

Goal	Performance Objective	Strategy	Description
4	1	1	CCTE will have semi-monthly faculty meetings to provide for large group training's such as: (SPED/Alpha/Discipline/Finance&Budget)
4	1	2	CCTE will have weekly PLC's to provide small group discussions on campus/program/classroom needs to improve teaching and learning.
4	1	3	CCTE will have weekly Staff development (Campus Initiatives such as Digital Footprint / NEU / Softskills)
4	1	4	CCTE will have monthly technology training for campus clerks and custodial support personnel.
4	2	1	Walk Throughs will be conducted by assigned PLC's.
5	1	1	Invite members to the CTE advisories for each program to ensure that the program meets the needs of all post secondary participants (Business Members, EPCC, DACC, UTEP, Certification Organizations, and Intership Partners).
5	2	1	Invite members to the CCTE campus advisory to ensure that the campus is aligning all programs to include campus initiatives meet and exceed the needs of all post secondary participants / partners (Business Members, EPCC, DACC, UTEP, Certification Organizations, and Internship Partners). ----------- CCTE Campus Program Advisory (Business and Higher Education members to meet with the CIT / CLT to bring the post secondary needs to the campus and build bridges for all to benefit from.)
5	3	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, ('Welcome Back' Palooza). B. Saturday - (Approx. May 3rd), CCTE will have its 'Get Ready for August' Palooza.
5	3	2	CCTE College Night (Open house to allow students and parents to visit and work on all aspects of applying for college ad university admission and preparing to be college ready, career ready, ad life ready.)
5	3	3	CCTE College Night (Open house to allow students and parents to visit and work on all aspects of applying for college ad university admission and preparing to be college ready, career ready, ad life ready.)

El Paso Independent School District

Center For Career & Technology Education

2014-2015 Formative Review Quick Update

Accountability Rating: Not Rated

Mission Statement

CCTE will provide each student a seamless transition from the program of study 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, certifications, dual credit courses, and state-wide articulations.

The first presentation of the CIP will be on Monday, September 9th, 2014 to the faculty during the faculty meeting. Due to being centrally located, the CIP will be posted on the campus website (ccte.episd.org) and a call out to all parents of enrolled students will be sent on September 10th, 2014 for an opportunity for parent review and feedback.

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Goals

Goal 1: El Paso ISD will ensure that our community has a successful, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.

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

Strategy Description	Formative Reviews			
	Oct	Jan	Mar	June
System Safeguard Strategies 1) Assist students enroll and take advantage of the following: 1. Dual Credit & Articulated courses. 2. Certification exams. 3. Non-paid and paid internships. 4. Pre-AP courses.				
System Safeguard Strategies 2) CCTE faculty and staff will work together to apply for No Excuses University EPISD Initiative - CCTE will implement a refined campus wide belief in "College Ready, Career Ready, and Life Ready."				
System Safeguard Strategies 3) CCTE Students will begin identifying the role of 'softskills' in the professional and academic environments. CCTE will use a mentoring software package to accompany the EPISD CCRP.				
System Safeguard Strategies 4) CCTE Digital Footprint Initiative - All Faculty and staff will develop their professional E-Portfolios this fall to be part of their professional portfolio and program website.				
System Safeguard Strategies 5) CCTE Digital Footprint Initiative - All students will develop their professional E-Portfolios this spring to be part of their professional portfolio.				
✔ = Accomplished ◕ = Considerable ◔ = Some Progress ⬤ = No Progress ✖ = Discontinue				

Performance Objective 2: All instructional personnel will fully implement EPISD's Core curriculum for increased instructional rigor and higher student achievement.

Strategy Description	Formative Reviews			
	Oct	Jan	Mar	June
System Safeguard Strategies 1) CCTE faculty and staff will need to monitor all students taking core classes at CCTE. Instructional time for students from Austin, Bowie, Burges, Chapin, Coronado, and Irvin due to traditional and hybrid schedule design does not match the time allocated to their peers on those campuses. Students taking their core classes only receive 80% of the face to face time with their instructor.				
✔ = Accomplished ◕ = Considerable ◔ = Some Progress ⬤ = No Progress ✖ = Discontinue				

Performance Objective 3: 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."

Strategy Description	Formative Reviews			
	Oct	**Jan**	**Mar**	**June**
System Safeguard Strategies 1) Nurture students into developing an awareness of becoming proactive in a Green Activities in the El Paso Region. Campus Green Activity will entail removing dead shrubs and plants, cleaning rock, installing weed barrier, planting new trees and shrubs (See attachment). This activity was requested by the students as a manner in which to beautify and improve this campus. The student body is very excited about this opportunity to take ownership of their educational experiences. This activity is highly encouraged, but is NOT mandatory.				

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Goal 2: El Paso ISD will ensure that our students, employees and our community are provided with a safe, secure and vibrant learning environment.

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

Strategy Description	Formative Reviews			
	Oct	**Jan**	**Mar**	**June**
System Safeguard Strategies 1) Informative Presentations: "No Means No" Sexual Assault Prevention presentation. (http://nomeansno-ep.org/) - 4th Annual Event				
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Performance Objective 2: Monitor and update Crisis Management Plan

Strategy Description	Formative Reviews			
	Oct	**Jan**	**Mar**	**June**
System Safeguard Strategies 1) Safety and Crisis Management Training for all staff members.				
System Safeguard Strategies 2) Continue to conduct monthly fire drills.				
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Goal 3: El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service orientation in all district operations.

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

Strategy Description	Formative Reviews			
	Oct	**Jan**	**Mar**	**June**
System Safeguard Strategies 1) Maintain materials and equipment needed for Administration to support the entire campus instructional goals.				
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Performance Objective 2: Uphold District Initiative of strong customer service campus wide.

Strategy Description	Formative Reviews			
	Oct	**Jan**	**Mar**	**June**
System Safeguard Strategies 1) Training for all faculty and staff on Customer Service.				
System Safeguard Strategies 2) Train teachers on customer service skills - communication and conference techniques.				
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Performance Objective 2: Administration will conduct a minimum of 10 walk through informal observations per week to support teaching and learning.

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Fall semester - October 17th & Spring Semester - May 4th

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Performance Objective 2: The CCTE Leadership Team will develop a campus advisories to assist steer the direction of the campus as related to Business and Community needs.

Strategy Description	Formative Reviews			
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System Safeguard Strategies 1) Invite members to the CCTE campus advisory to ensure that the campus is aligning all programs to include campus initiatives meet and exceed the needs of all post secondary participants / partners (Business Members, EPCC, DACC, UTEP, Certification Organizations, and Internship Partners). ----------- CCTE Campus Program Advisory (Business and Higher Education members to meet with the CIT / CLT to bring the post secondary needs to the campus and build bridges for all to benefit from.)				
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Performance Objective 3: CCTE will have multiple open house activities to promote all programs.

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El Paso Independent School District

Center For Career & Technology Education

2014-2015 Data Documentation

Accountability Rating: Not Rated

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Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- State and federal planning requirements

Student Data: Assessments

- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or PLAN assessment data
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data

Employee Data

- Professional learning communities (PLC) data
- Highly qualified staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Teacher STaR Chart Technology Data
- PDAS data

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data