



*Education  
for Employment*  
Kalamazoo RESA

KALAMAZOO RESA



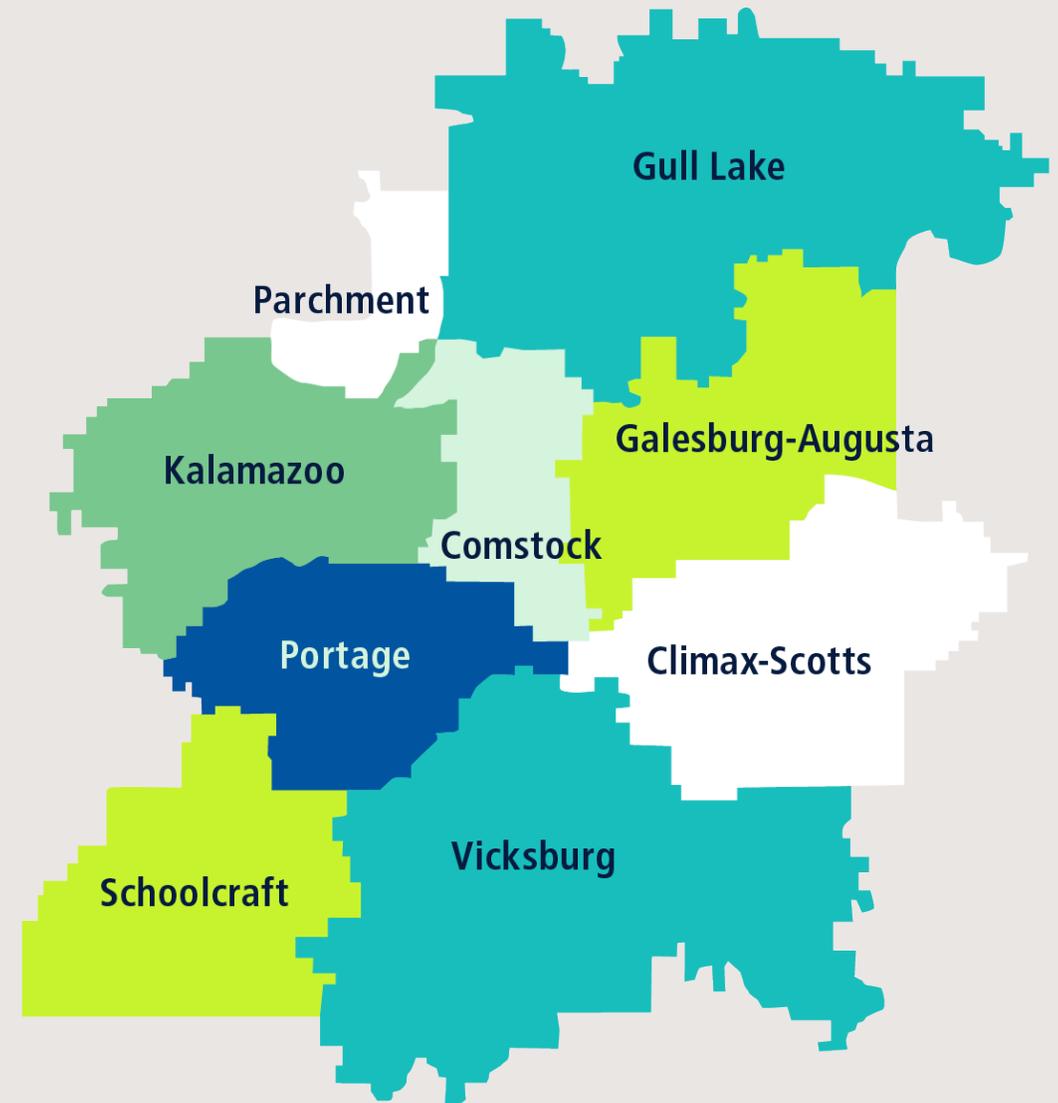
Career & Technical Education

Continuous  
Improvement Update



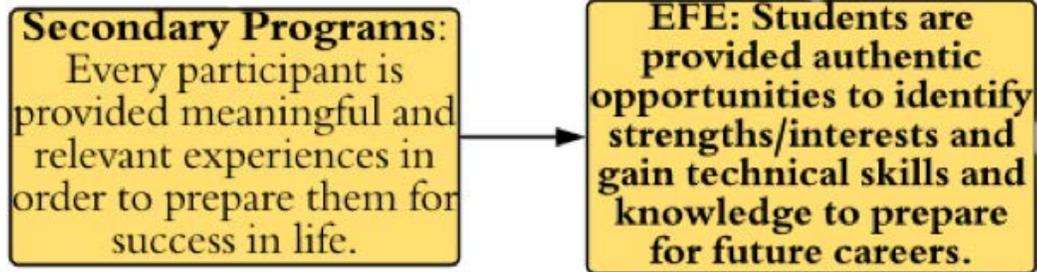
# EFE/CTE – Prepare Today's Students for Tomorrow's Careers

- Roadmap and Metrics
- Enrollment Trends
- Student Survey/Follow-Up
- Graduation Rate, Concentrators, Completers
- Work-Based Learning
- Credentials
- Dual Enrollment
- Areas of Focus
- Next Steps

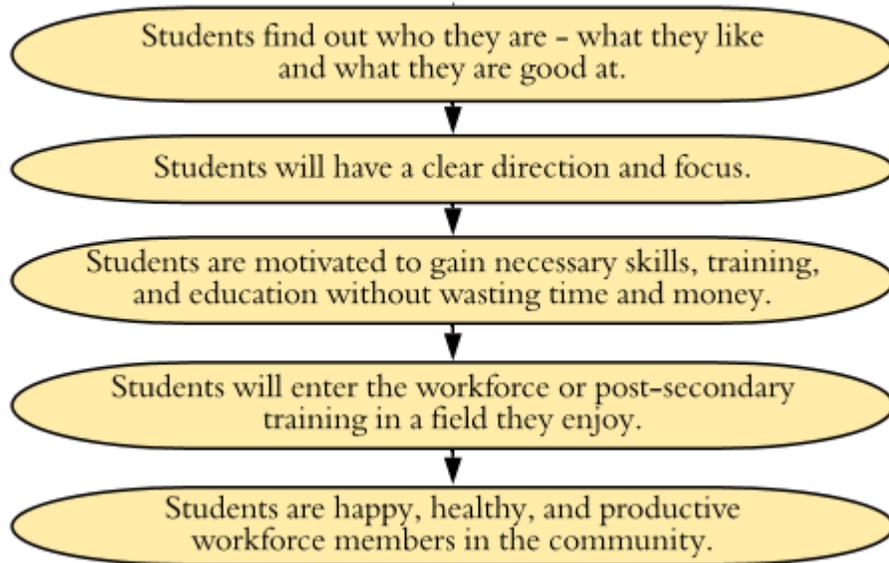


# EFE Department Roadmap

## EFE Program Outcome



Why?



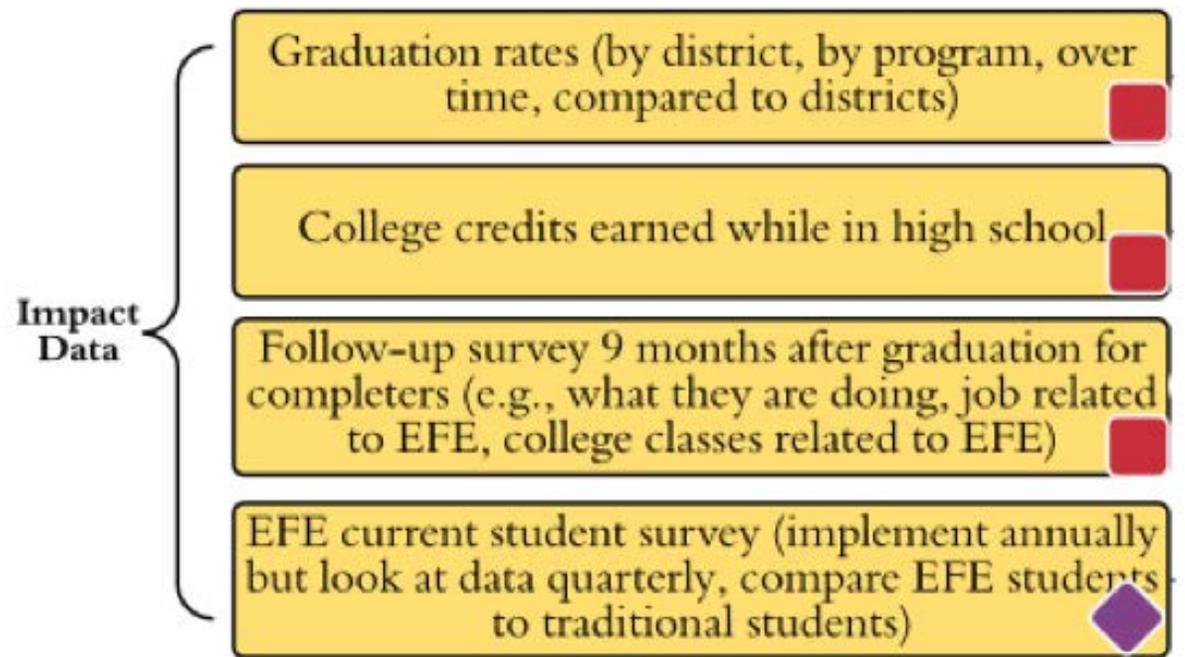
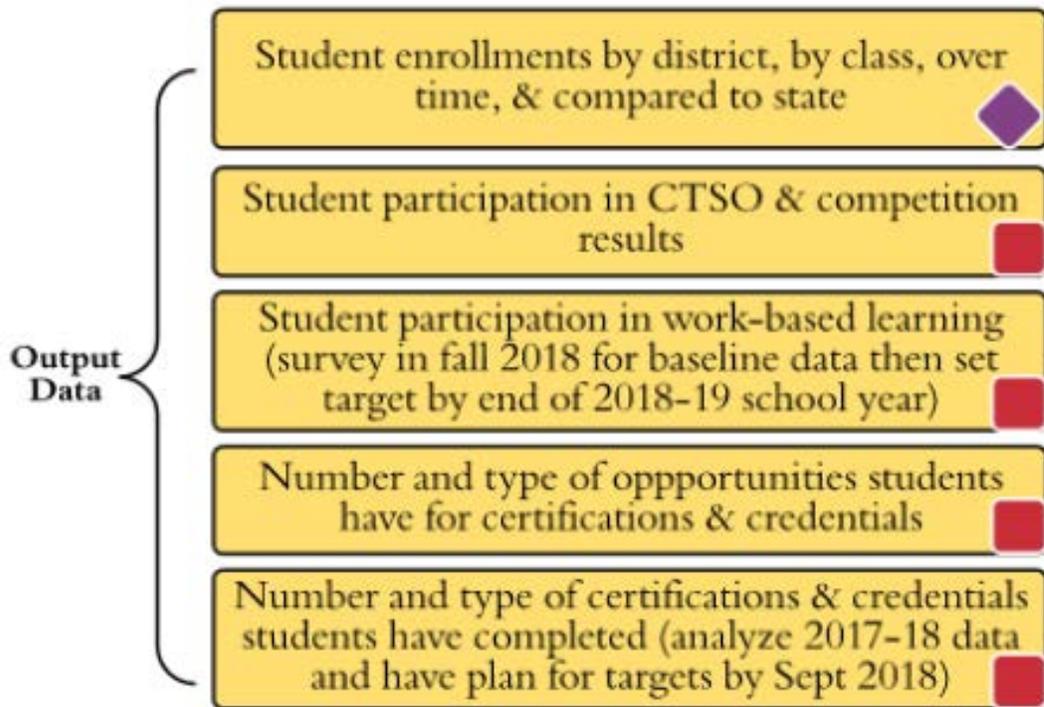
## Preconditions for Success

**Preconditions for Success already in place:** relationships (with teachers & district personnel); engaging curriculum; teachers for each class; awareness by districts (of program & offerings); appropriate placement of students (who are passionate about the program, have placements relevant to career or educational goals)

**Preconditions for Success can access with some help:** transportation (for 7 districts); appropriate placement of students (scheduling, location); curb appeal of the program (can't see a specific building, locations all over the place); thoughtful student self-reflection on careers/interests; perception of CTE in general; district "gate-keepers" who aren't very supportive of the program

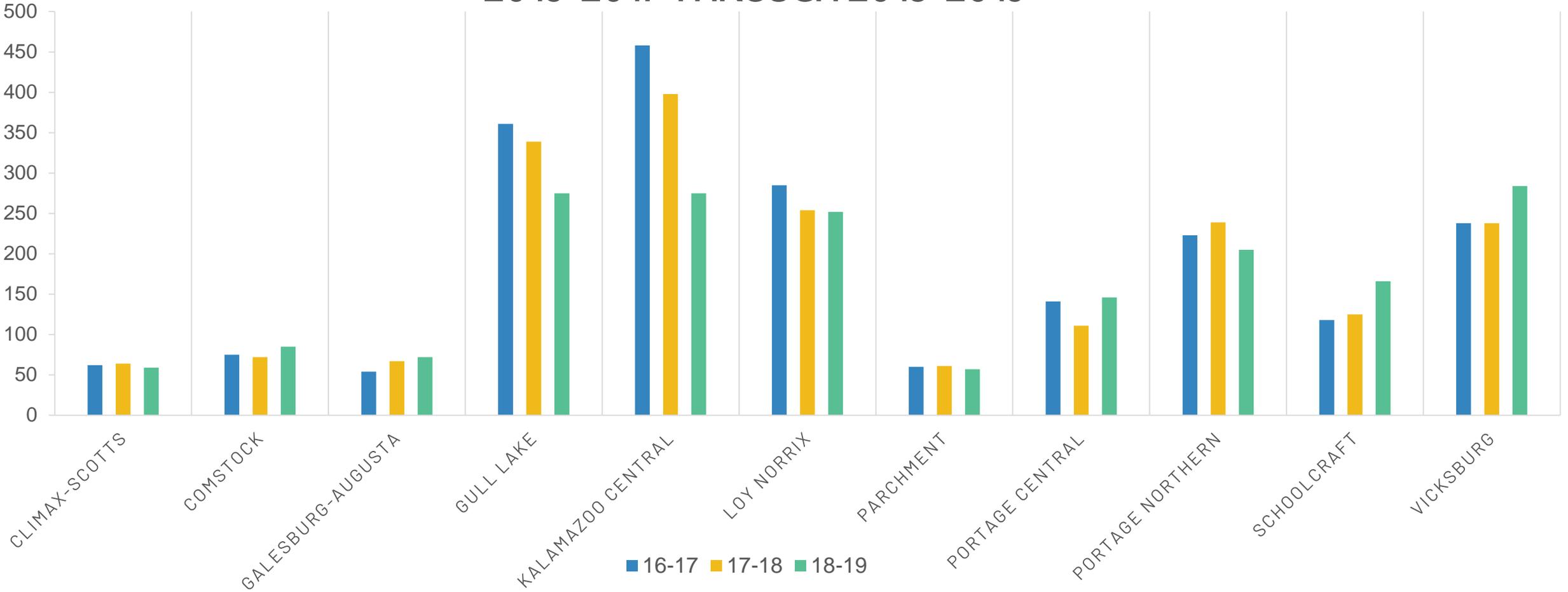
**Preconditions for Success need much help to access:** class/lab space (not up to standards, not modernized, more strategic and/or centralized locations); transportation (for 2 districts); highly effective and appropriately trained teachers; appropriate placement of students (conflicts with other class requirements); funding; schedules (for longer class periods)

# EFE Department Roadmap Metrics



# County Career and Technical Education Enrollment Trend by District (All Programs)

2016-2017 THROUGH 2018-2019

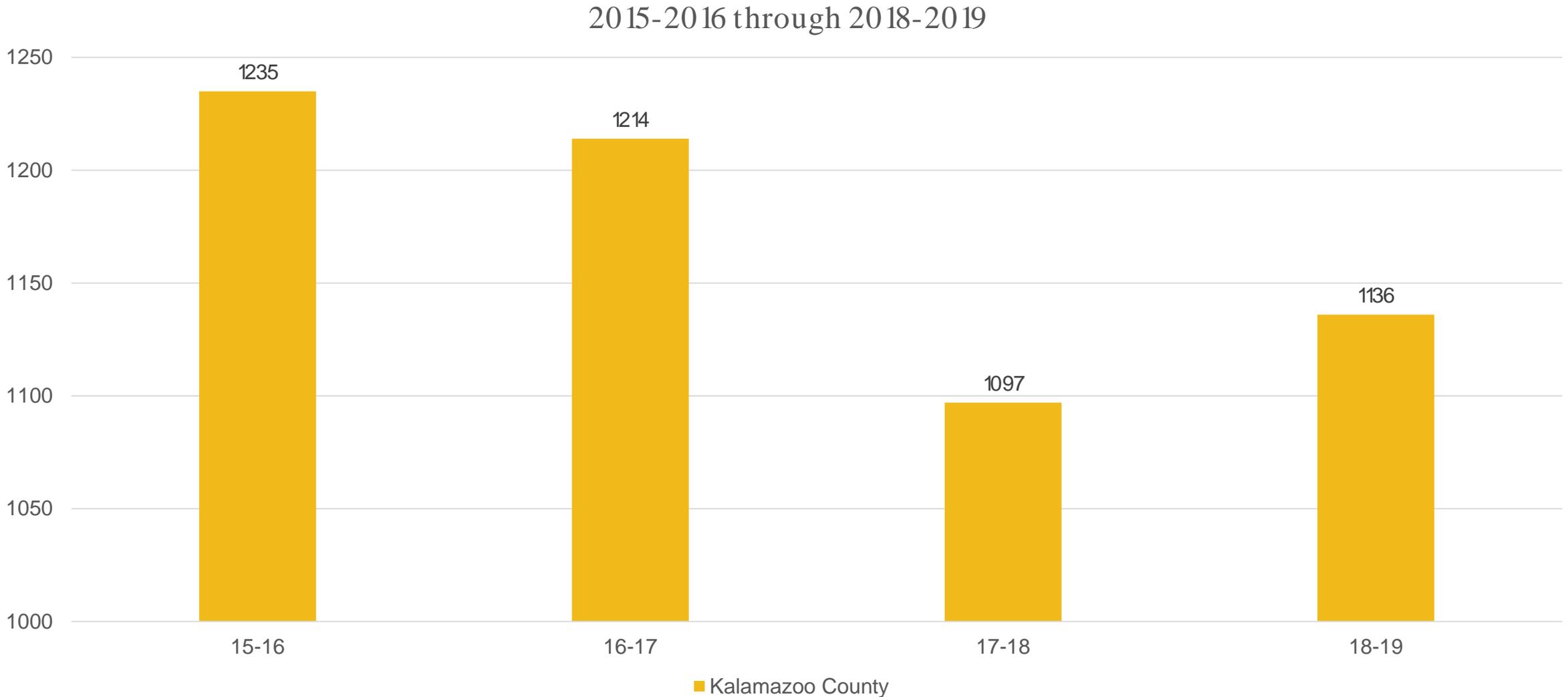


2016-2017 Total: 2,567

2017-2018 Total: 2,400

2018-2019 Total: 2,432

# County Career and Technical Education Enrollment Trend of Comparable Programs



Source: CTEIS Reports X0506

# EFE Enrollment – Special Populations

EFE Special Populations	15-16	16-17	17-18	18-19
Total EFE Student Population	2697	2567	2400	2432
Students with Disabilities	8%	7%	8%	7%
Students in Programs Non-Traditional for their Gender	5%	8%	7%	8%
Students with Limited English Proficiency	2%	2%	3%	3%
Student identified as Economically Disadvantaged	37%	38%	41%	40%
Total Special Populations Students (unduplicated)	41%	42%	44%	43%

\*18-19 EFE Special Populations data captured from cteisreporting.com on January 20, 2020

18-19 Kalamazoo County 10th-12th Grade Students with Disabilities **MI School Data February 3, 2020	11%
18-19 Kalamazoo County 10th-12th Grade Students identified as Economically Disadvantaged **MI School Data February 3, 2020	42%

Male	1504	62%
Female	928	38%

# EFE Enrollment – Ethnicity

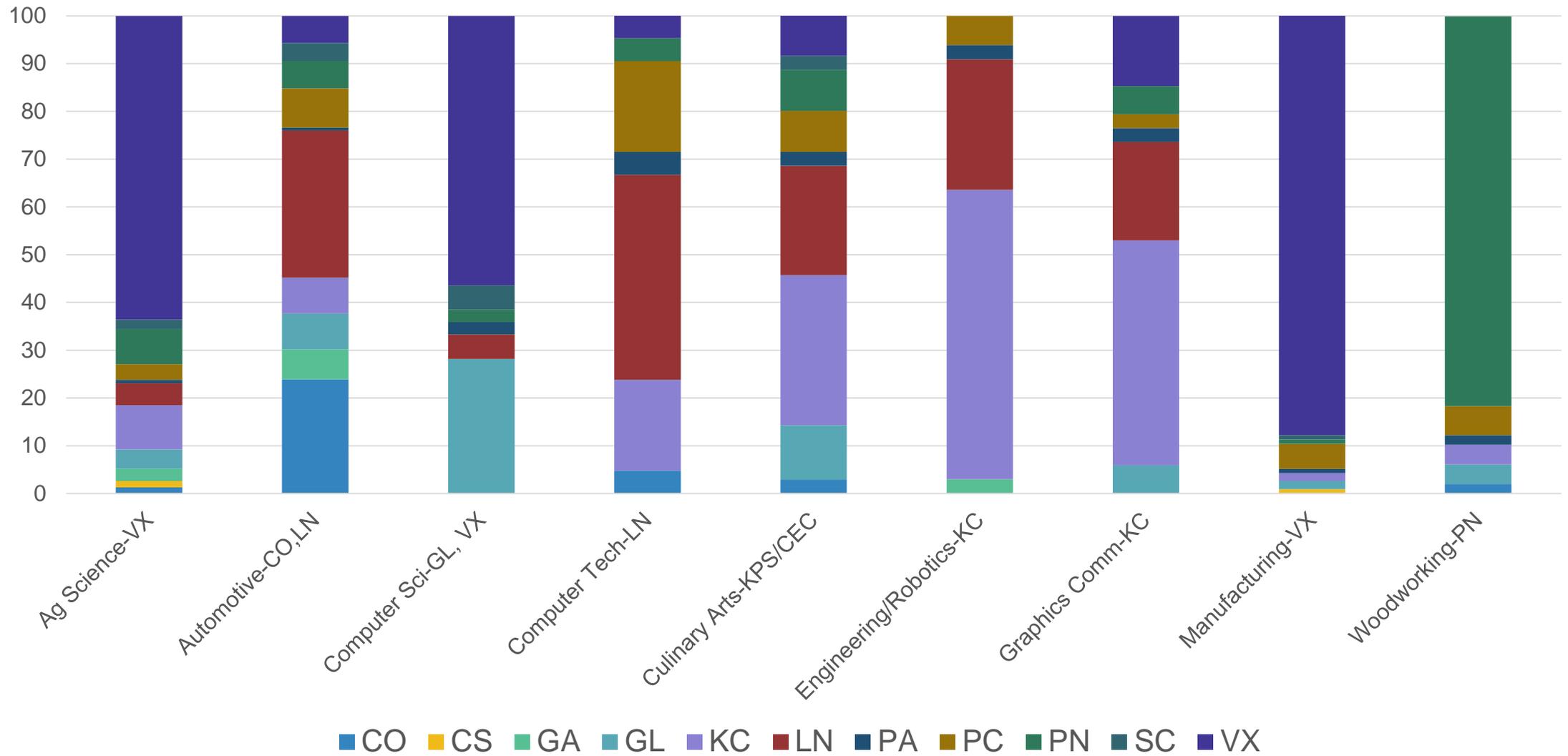
	15-16	16-17	17-18	18-19	18-19 Kalamazoo County 10th-12th Grade	
Total EFE Student Population	2697	2567	2400	2432	7769	*Kalamazoo County Data captured from MSDS on February 3, 2020
White	73.5%	69.0%	68.6%	68.8%	65.3%	
Black	19.7%	17.5%	17.2%	15.1%	17.3%	
Hispanic	1.1%	6.3%	6.6%	8.2%	8.1%	
Asian/Pacific Islander	2.3%	1.9%	1.8%	2.0%	2.9%	
American Indian	2.5%	*	*	*	*	
Multi	0.7%	3.6%	6.9%	5.6%	6.3%	

\*Data provided is too low to assure confidentiality

\*EFE Ethnicity data captured from X0506 cteisreports.com January 20, 2020

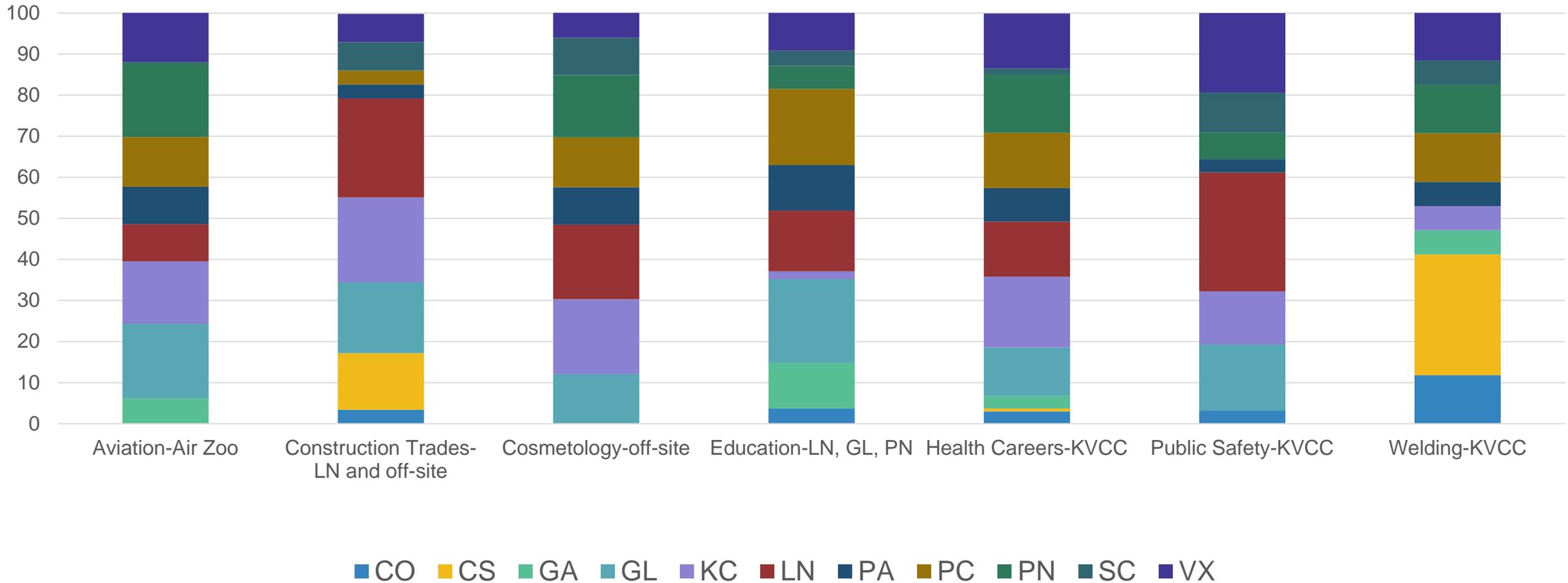
# County Career and Technical Education Enrollment by District (Comparable Programs Housed in Local District)

2018-2019 Enrollment



# County Career and Technical Education Enrollment by District (Comparable Programs Housed in Neutral Site)

2018-2019 Enrollment



# EFE Student Survey Results (1,200 responses)

## 1. Why did you take this EFE class?

- 66% (805 students) answered to explore career opportunities

## 2. This EFE course is one of the best that I have taken in high school.

- 76% (920 students) agree or strongly agree.

# EFE Student Survey Results (1,200 responses)

**3. Rate the overall quality of your current EFE class with a letter grade.**

- 82% (890 students) rated the course with an A or B.

**4. What are the things you like the most about your EFE class?**

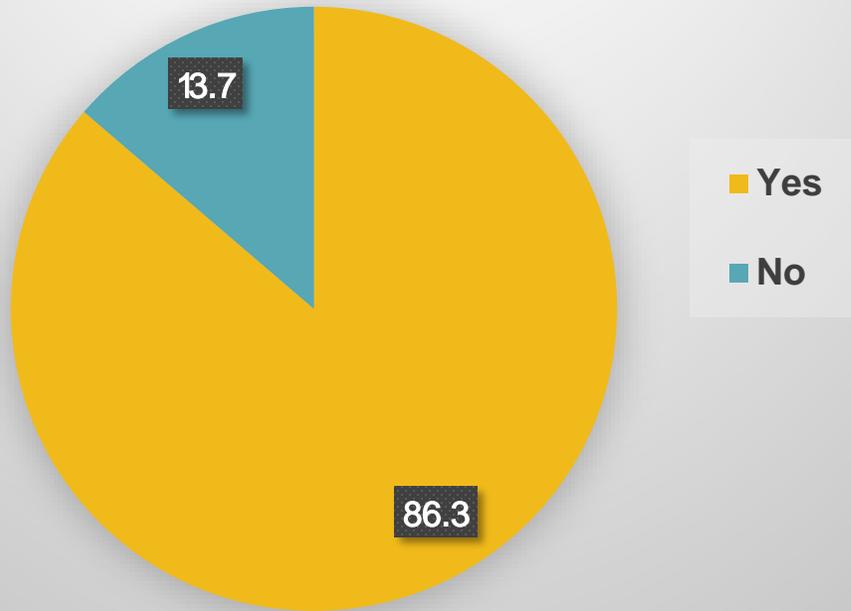
- Hands-on learning and meeting new people top two responses.

**5. Participating in my EFE class helped me decide what career I would like to pursue after high school.**

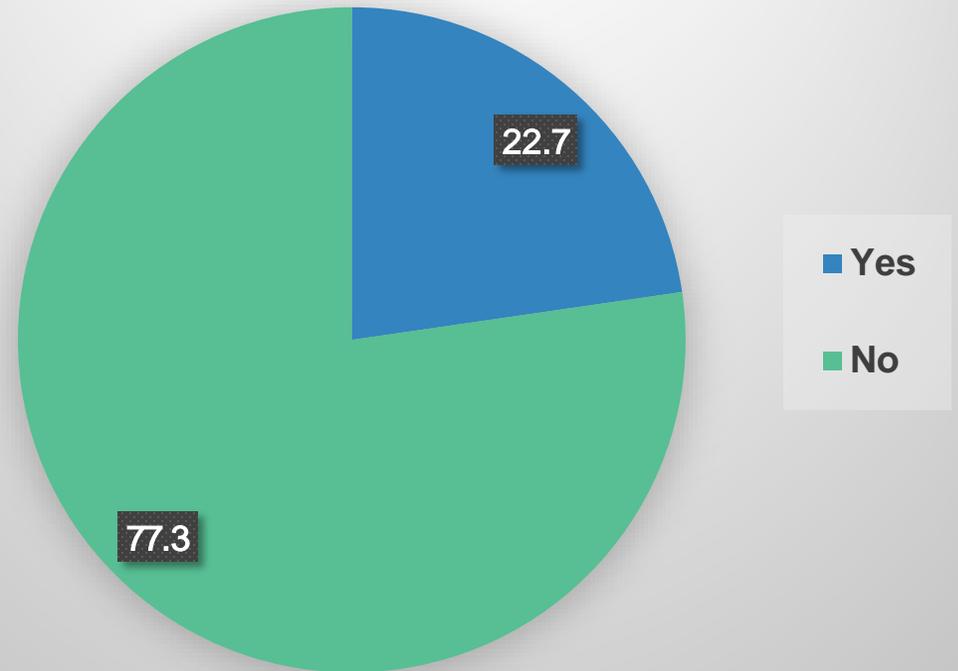
- 66% (798 students) agree or strongly agree.

# EFE Follow-Up Survey Results

In a training program or attending school or college?

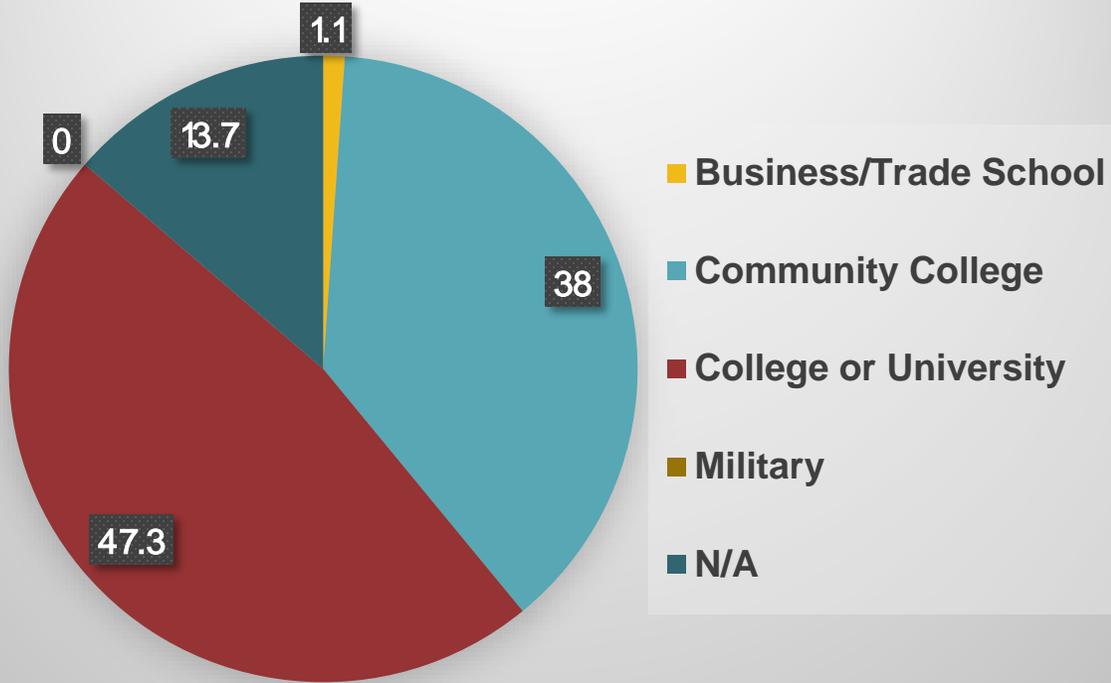


Are you working?

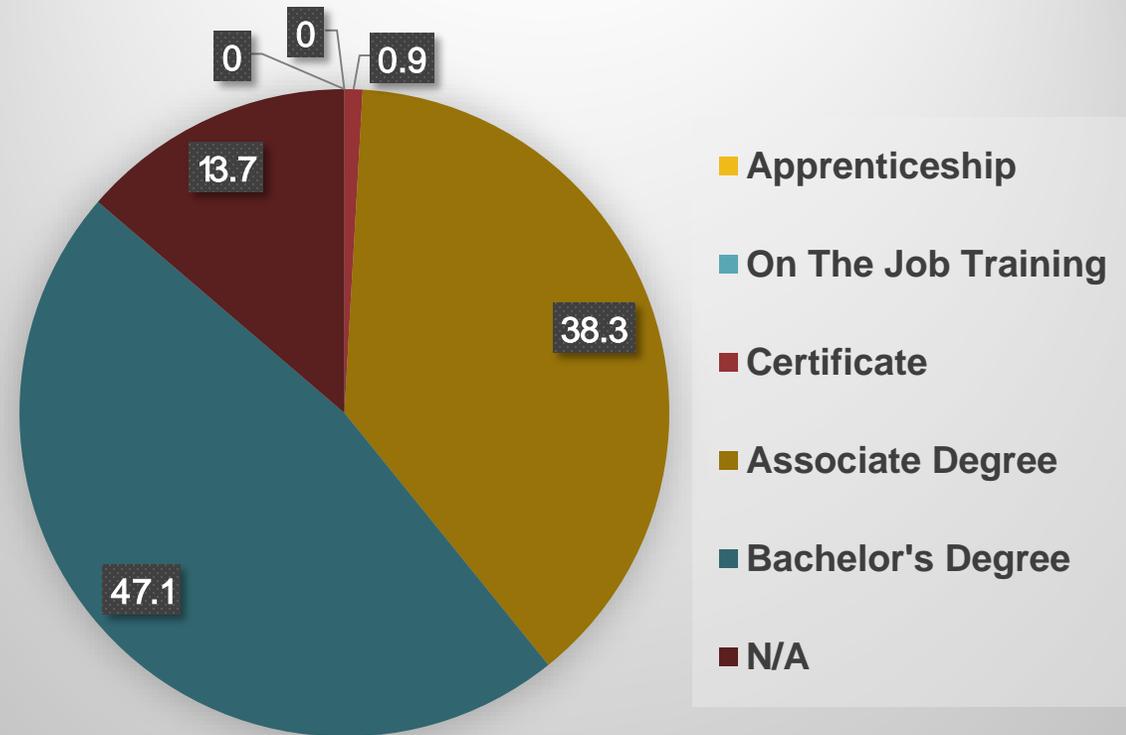


# EFE Follow-Up Survey Results

## Where are you going to school?

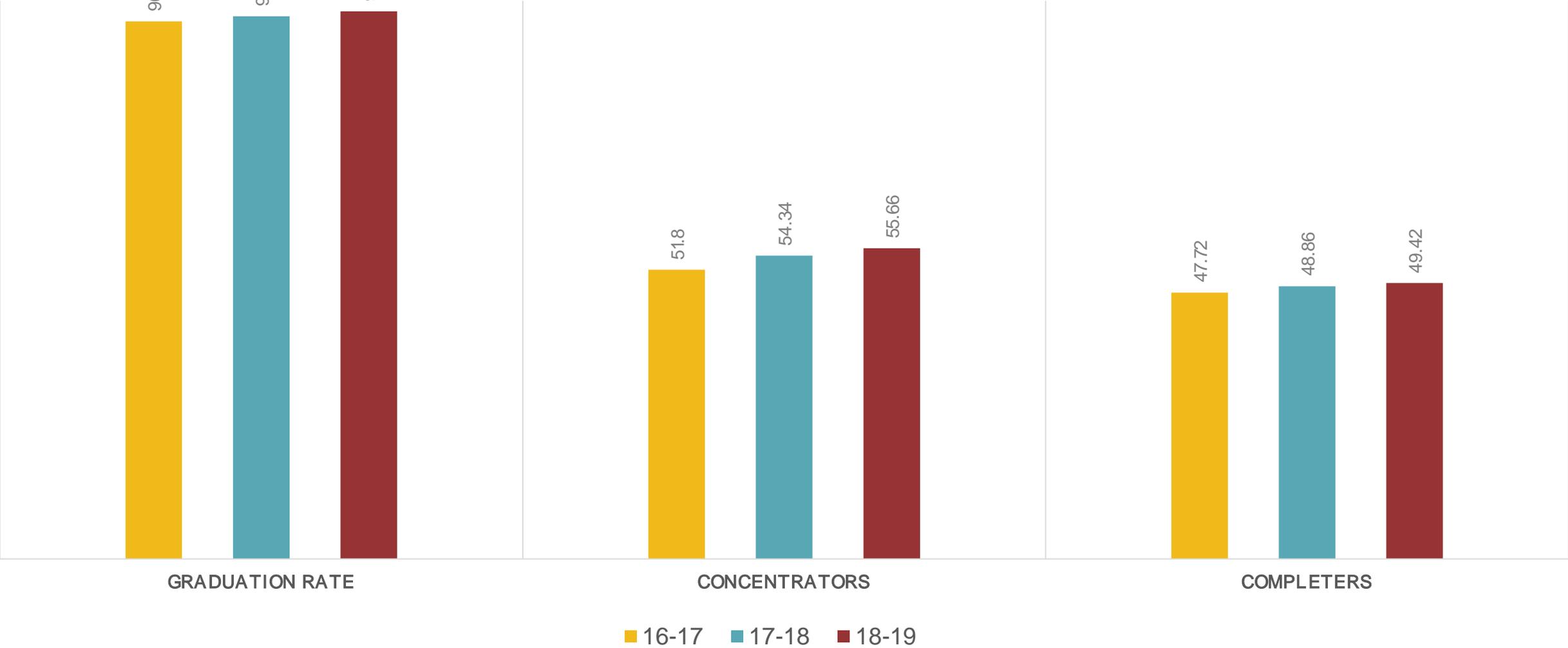


## Type of Program

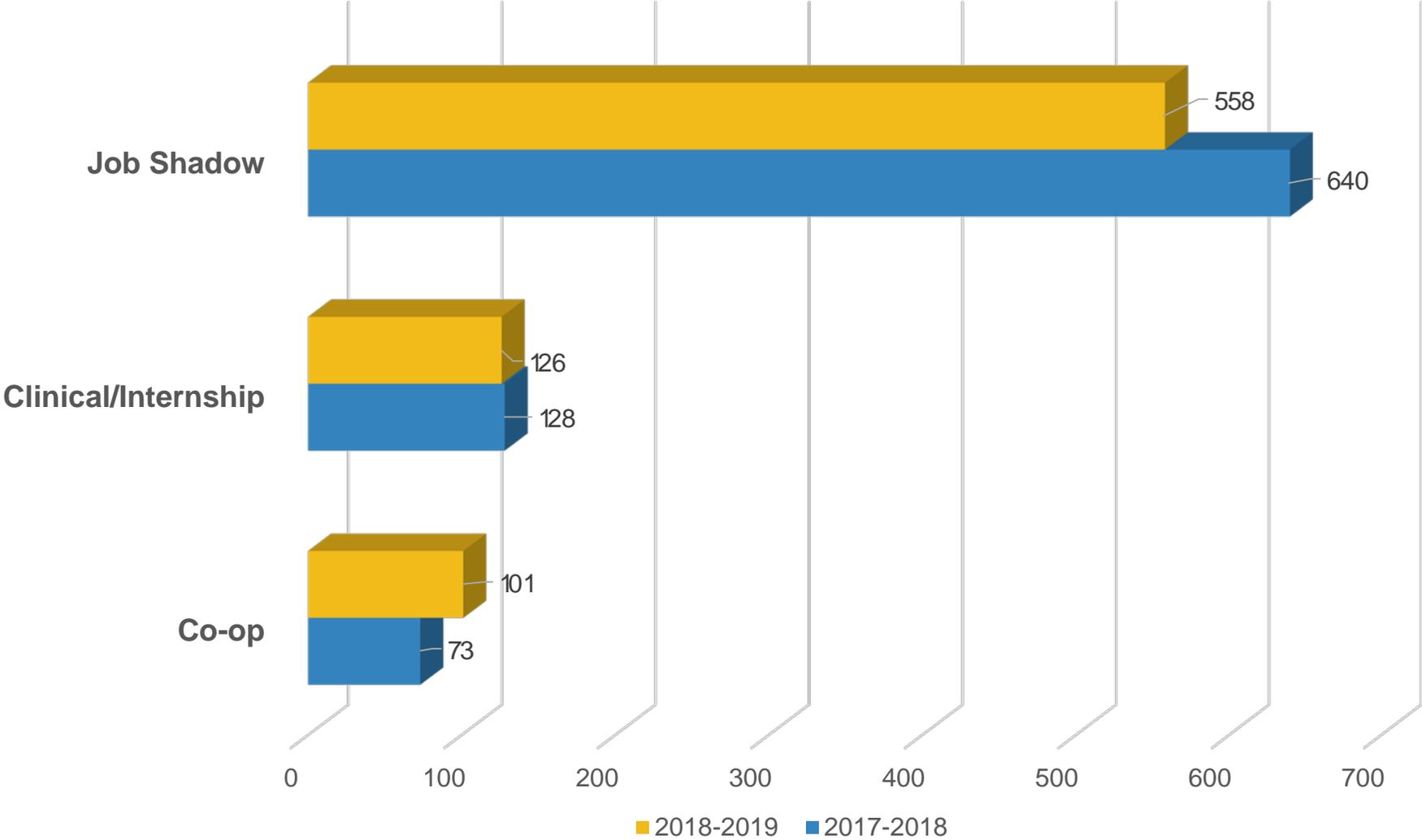


# Graduation Rate, Concentrator, and Completer Trends

2016-2017 THROUGH 2018-2019

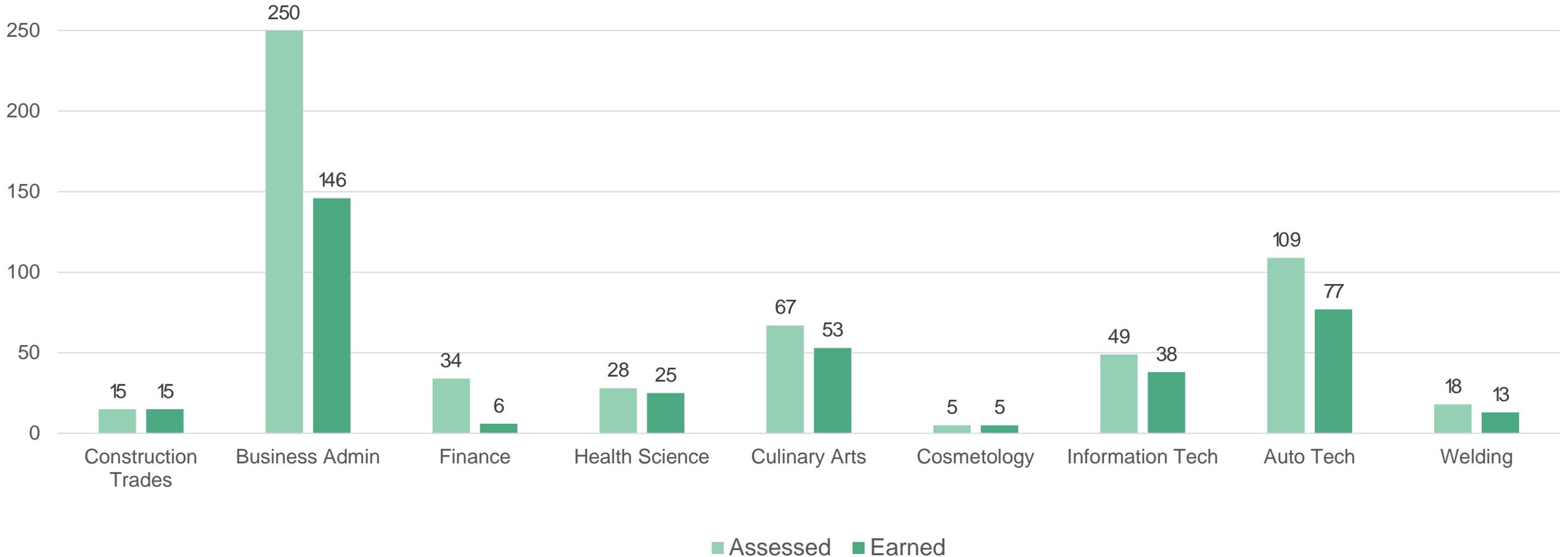


# EFE Intensive Work-Based Learning Experiences



# EFE Credential 2018-2019 Baseline Data

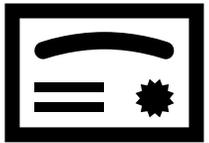
2018-2019



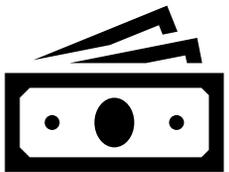
# EFE Dual Enrollment Credit



**Dual Enrolled Programs:** Aviation, Dental, Electrical, EMT, Health Sciences, HVAC, and Welding



**824** transcribed college credits



**\$157,356** saved to Kalamazoo Families

# EFE Department Area of Focus and Action Steps

- HumanEx Bottom 5
  - Our team effectively communicates with each other
  - I have at least one close friend at work
  - Our team has open and trusting relationships
  - “How can we accomplish .... without these being in place?”

What must we do as a department/team in order to accomplish the program outcome? We know why it is important, but what must be done or in place for us to accomplish this?

- Shifting Focus – Collaborative and Safe Environment
  - Circle of Safety
  - Group Norms
  - Culture Survey Results
    - Top and Bottom
- Increase number of students earning industry recognized credentials

# EFE Group Norms

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**EDUCATION FOR EMPLOYMENT/  
CAREER AND TECHNICAL EDUCATION**



**Participate fully with  
a growth mindset.**



**Bring your humor and  
have fun.**



**Presume positive  
intentions.**



**Actively listen and respect  
all members' input.**

**Preparing today's students for tomorrow's careers.**

# Next Steps

- **Lead EFE effectively during transition time leading to career center**
- **Create meaningful professional learning experiences related to the group norms**
- **Maintain focus on what is most important right now**
  - **Students earning credentials**
  - **Culture and collaborative relationships**
- **Ensure data is being collected and analyzed according to roadmap metrics**
- **Celebrate the successes!**

What questions  
might you have?