

Identifying and Remediating Equity Gaps in Career and Technical Education

Presenters:

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Overview

- Career Equity Resource Center
- CTE in New Jersey; what it looks like
- Analyzing CTE data to determine equity gaps
- Providing research based, data-driven, sustainable professional development and technical assistance

NJDOE Mission

The central goal of the NJDOE is to ensure that **all** children, regardless of **life circumstances**, graduate from high school ready for college and career.

Career Equity Resource Center

In spite of increasingly positive student outcomes throughout New Jersey school districts, significant **access and opportunity gaps exist for special populations students** in high-skilled, high-demand career and technical education programs.

To assist secondary schools and community colleges in addressing CTE access and opportunity gaps, the **Career Equity Resource Center (CERC)** was established.

The center provides data-driven research based professional development and technical assistance to secondary schools and county colleges operating, or planning to operate, **career and technical education (CTE) programs**.

The goals of the center are to increase awareness, recruitment, retention and **completion of special population students** in CTE programs to expand their opportunities to secure high-wage, high-skill, and high-demand employment.

Special Populations

- Students with disabilities (SWD, IDEA, Special Education)
- Students from economically disadvantaged families (SES, Title 1, free/reduced lunch)
- Students with limited English proficiency (ELL, LEP, SLIFE, bi-lingual, dual language)
- Students preparing for **non-traditional careers** (Title IX, females in STEM, males in nursing)

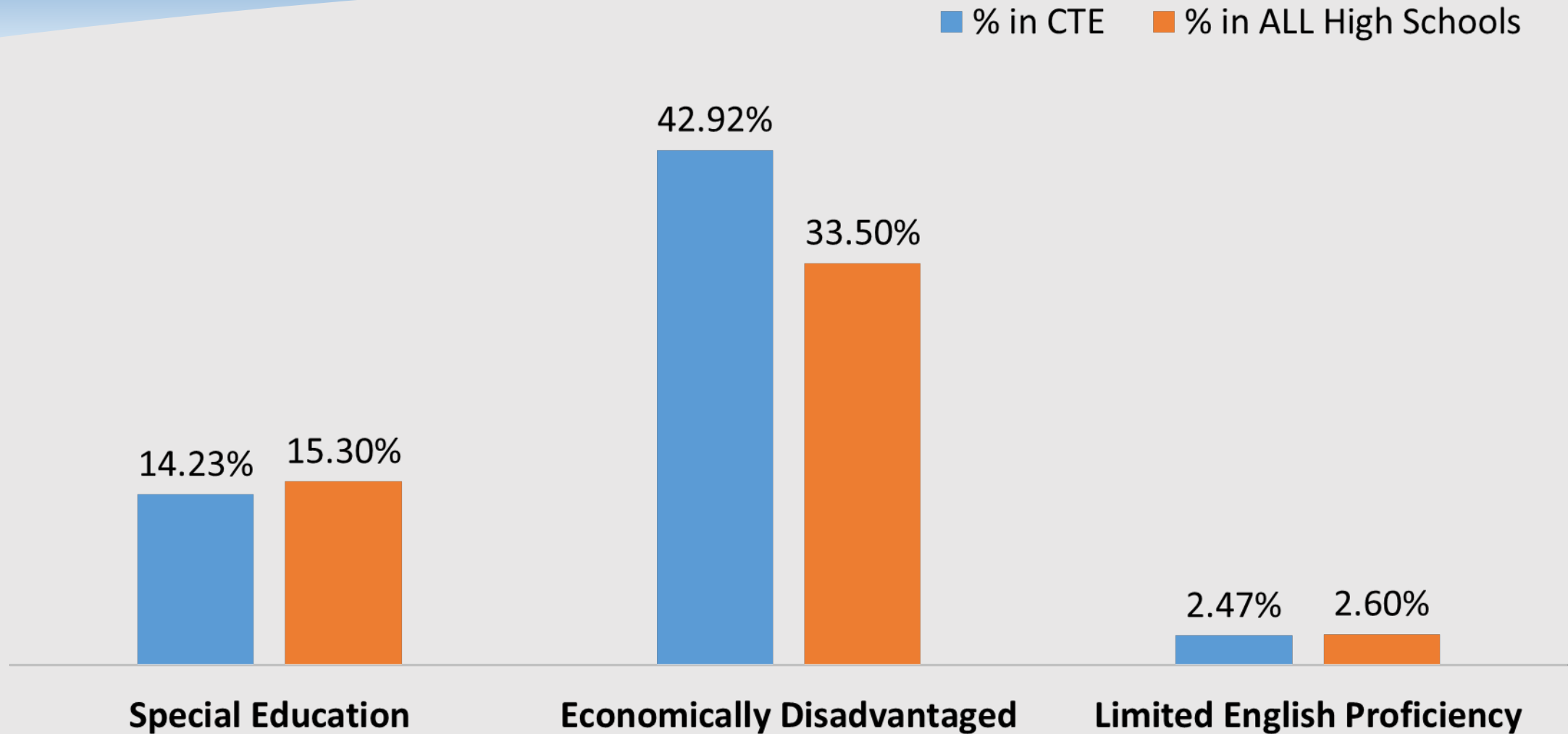
CTE in New Jersey

NJ Secondary Enrollment Data 2015-2016

80,460 Students

- County **Vocational-Technical** School Districts (21) – **31,481**
– Full-time and shared-time programs
- **Comprehensive** High School Districts (99) – **48,973**

Special Populations in CTE and All NJ High Schools



**Disaggregating CTE performance and
enrollment data to identify
equity gaps**

CTE Program Performance Indicators

	Academic Attainment Language Arts Literacy (AA-LA)			Academic Attainment Math (AA-Math)			Technical Skill Attainment (TSA)			Graduation (G)		
	CTE Performance on PARCC English 10 (not the actual Data)	ESSA Baseline for PARCC English 10	Status	CTE Performance on PARCC Algebra 1 (not the actual data)	ESSA Baseline for PARCC Algebra 1	Status	Reported Performance	State Negotiated Level	Status	Reported Performance	State Negotiated Level	Status
Cosmetology, General (%)	39.5	39.40	MET	33.2	39.6	NOT MET	100.00	88.00	MET	100.00	97.00	MET

*Sample of a school level data. Not all are actual performance

CTE District Program Enrollment

CIP	Program	Sch	Total	Partic	Conc	Compl
120401	Cosmetology, General	050	81	39	23	19

*Sample of a school level data.

Program Enrollment by Special Populations

CIP Code	Prog Name	School Code	Total	Fem Tot	Male Tot	Wht Tot	Blk Tot	Hisp Tot	Asian Tot	LEP Tot	Econ tot	Disab tot
120401	Cosmetology	050	81	78	3	3	36	42	0	10	60	9

*Sample of a school level data

Remedying Equity Gaps

Remediating Equity Gaps

After comprehensive data disaggregation and analysis has been completed, technical assistance is provided to support districts/schools in:

- addressing specific equity issues
- the development of comprehensive equity plans.

Examples of CERC Professional Development

- Equity 101
- Making Sense of the Numbers
- Nontraditional Recruitment and Retention
- Equitable Instructional Strategies
- Micromessaging
- Career Ready Practices (soft skills)
- Culturally Responsive Educational Environments
- Establishing Effective Program Advisories
- Developing Structured Learning Experiences (SLE)
- Developing a Sustainable Long-Term Equity Plan

Questions?

For more information about the NJDOE Career Equity Resource Center please contact:

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