



INGRAM TOM MOORE H S
P-TECH Planning Application
2020-2021

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Background

District Affiliation

INGRAM ISD

CD #: 133904

Region: 20

Mailing Address (Line 1): 510 COLLEGE ST

Mailing Address (Line 2):

City, State, Zip: INGRAM, TX 78025

School Affiliation

INGRAM TOM MOORE H S

CDC #: 133-904-001

Region:

Mailing Address (Line 1): 510 COLLEGE ST

Mailing Address (Line 2):

City, State, Zip: INGRAM, TX 78025

Academy Information

What is the academy name?

Ingram Tom Moore Collegiate High School

Which model does the district intend to implement at this time? Within these models, there are variations.

Stand Alone Academy - All students on the campus are enrolled in the academy.

Do you plan to be a 4, 5 or 6 year academy?

6

Campuses participate in the Planning Year during the 2020-2021 school year and begin serving students under the P-TECH model during the 2021-2022 school year. What grade level(s) does your academy plan to serve in the 2021-2022 school year?

9

10

11

12

13

Enter the number of students that you plan to serve in 9th grade.

120

Enter the number of students that you plan to serve in 10th grade.

110

Enter the number of students that you plan to serve in 11th grade.

90

Enter the number of students that you plan to serve in 12th grade.

90

Enter the number of students that you plan to serve in 13th grade.

15

Contacts

Applicant

Applicant 1

Job Title

Assistant Superintendent

Name Prefix

Mrs.

First Name

Mindy

Last Name

Curran

Email

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Phone

830.367.5517

Principal

Principal 1

Name Prefix

Mr.

First Name

Justin

Last Name

Crittenden

Email

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Phone

830.367.4111

Superintendent

Superintendent 1

Name Prefix

Dr.

First Name

Robert

Last Name

Templeton

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Phone

830.367.5517

IHE

The P-TECH/ICIA academy shall have strategic partnerships with business and industry partners and IHEs that are formally articulated in writing and clearly define a variety of careers.

IHE Partner 1

Affiliation

St. Philip's College

Name Prefix

Dr.

First Name

Adena

Last Name

Loston

Email

aloston@alamo.edu

Phone

210.486.2900

Job Title

President

IHE Partner 2

Affiliation

Schreiner University

Name Prefix

Dr.

First Name

Charlie

Last Name

McCormick

Email

president@schreiner.edu

Phone

830.792.7345

Job Title

President

Does the campus have an established partnership with an IHE partner?

Yes

Business/Industry Partner

Does the campus have an established partnership with a business/industry partner?

Yes

Business Partner 1

Affiliation/Company

Hill Country Telephone Company (HCTC)

Job Title

Manager - Community Relations

Name Prefix

Mr.

First Name

Kerry

Last Name

Sutton

Email

ksutton@hctc.coop

Phone

830.367.5333

Business Partner 2

Affiliation/Company

Peterson Regional Medical Center

Job Title

Nurse Educator

Name Prefix

Mrs.

First Name

Ambra

Last Name

Starr

Email

AmbraAndrew@petersonhealth.com

Phone

830.258.7429

Business Partner 3

Affiliation/Company

Fox Tank

Job Title

Owner

Name Prefix

Mr.

First Name

Nathan

Last Name

Fox

Email

nathan@foxtankcompany.com

Phone

830.792.0770

Narratives

Current Designations at INGRAM ISD:

Previous Planning Year Applications at INGRAM ISD:

- There are no planning year applications from the previous year for this application's school district.

CCRSN Network Affiliation

Confirm your district's current designations.

1

Confirm your district's previous Planning Year applications.

1

Describe how your campus made the decision to apply for a Planning Year. Include the stakeholders that were involved in the decision process.

In February 2019, we began this process with this question driving our decisions..."What more can we do for our students?" We (Superintendent, Assistant Superintendent, principals, counselors, and multiple teachers from middle school and high school) went on our first of two site visits to Roscoe ISD and took teams on additional site visits to early college and AVID campuses and held staff meetings at each campus and central office to introduce the P-TECH idea to all of our staff, discuss pros/cons for our students, and gather input from all staff. As we began to consider the possibility of applying for P-TECH, we included P-TECH as an information item in multiple board meetings to gather input from our school board and get information to our community. Throughout the spring and summer of 2019, we met with the Alamo Workforce office in our county, Schreiner University, Alamo College, James Avery, Hill Country Telephone Cooperative, and Peterson Hospital to have an understanding of the critical workforce needs in our community and how we could collaborate with them to meet these needs through the education and certifications we are providing our students. The representatives we spoke with from HCTC and Alamo are also on the board of directors at Kerrville Chamber of Commerce. We've held multiple community and student P-TECH workshops to gather input and define this initiative. We've met with our potential business/IHE partners to define our program plans. In October, we received school board approval for applying for P-TECH planning year.

Narratives: Student Support

Student Support

The P-TECH/ICIA academy will provide wrap-around strategies and services involving multiple stakeholders (parents, teachers, counselors, community members, etc.) to strengthen both the academic, technical, and individual support for students for students to be successful in rigorous academic and work-based learning experiences. Describe how the campus plans to provide students with academic support.

All middle school students are taking AVID classes, AVID elective classes are available in high school, and we are working toward school-wide AVID implementation. Through this implementation, our students are learning the needed college & career readiness skills (time management, organization, note taking, etc.) to be successful when our P-TECH opens. All of our middle school students are rotating through 6 week sessions on different career clusters where they research careers, demand for those careers, and median salaries and education level required for careers in that field. Students will use the results from career assessments to help guide them in decision making about their future goals. Many high school teachers have been through intense training with the University of Texas OnRamps program. This training taught our teachers how to teach the rigor of a college course while maintaining the support that high school students need. Teachers' lessons include scaffolding of academic skills and AVID instructional strategies. We are working on creating a flexible schedule for our P-TECH that will provide for tutoring opportunities during the school day. We have College & Career Transition classes where students learn soft skills to support work-based learning and to prepare for college entrance exams, applications, and essays. We pay for all 8th and 10th graders to take the PSAT, 11th graders to take the ACT during the school day, all high school students to take TSI, and all 11th graders take the ASVAB. We will offer TSI boot camps and ACT/SAT prep.

Describe how the campus plans to provide students with wrap-around services. Examples include connections to social services, parent outreach and involvement opportunities, structured program of community services, and skill building instruction for students.

Through AVID and College/Career Transition classes, we will continue skill building instruction that supports students' success both academically and in their future careers. We will partner with West Kerr Chamber of Commerce and Kerrville Chamber of Commerce for resources, speakers, and work-site visits. Working with our business partners and chambers, we will host mock-interview workshops where students will engage in practice interviews. We have "Future-Focused Fridays" where speakers from colleges and various career fields come and speak to the students. We are converting our library to the College and Career Research Center that will provide a comfortable space for students to work in collaborative study groups, independent research, and get college/career information. We will host parent, student, and community meetings to include monthly parent informational meetings that help parents support their students for high school and transition to post-secondary plans. Current topics planned are: P-TECH information nights (including information on high-demand/wage jobs and education level needed), internships and volunteer opportunities for students, FAFSA/scholarship information, college knowledge for parents, and health/safety topics (dangerous teen trends, communicating with your adolescent, parenting in the digital age). We will train parents on how to monitor their child's Naviance account to keep track of his/her career and college interests. Working with community agencies, we will host a health & safety fair for students and parents. We will host a mental health awareness night and a college/career night at a football and basketball game.

Narratives: Advanced Academics, TSIA

TSIA

Is the campus planning on becoming a TSIA testing site?

Yes

Advanced Academics

Select the type of advanced courses (dual credit/AP/IB) your campus plans to offer students in 2021-2022.

DC

AP

What type of dual credit courses does your campus plan to offer?

WECM

AGCM

Do you anticipate having teachers qualified to teach dual credit courses in English, Math, and in other subject during the 2021-2022 school year?

I anticipate I will have teachers that are qualified to teach dual credit courses in English

Strongly agree

I anticipate I will have teachers that are qualified to teach dual credit courses in Math

Strongly agree

I anticipate I will have teachers that are qualified to teach dual credit courses in other subjects

Strongly agree

List the policies and practices your academy will implement to expand and retain teachers that are qualified to teach dual credit.

Currently, we pay our dual-credit teachers a stipend for teaching college-credit courses. We also have UT OnRamps courses and pay a separate stipend to those teachers. We pay a separate stipend to our teachers that have a Masters Degree regardless of the field. Additionally, we offer a tuition reimbursement program to pay for a teacher to get their masters degree in a content field that serves our students. Participation in the tuition reimbursement program requires a 4 year commitment to the district upon completion of the degree. Over the last several years we have given our teachers raises of at least 3.5% each year and now are the top paying district in our area. We are very supportive of our teachers and work hard at maintaining a positive culture and climate. We treat our teachers like family and take a systematic approach with administrative teams to support and appreciate our teachers. We have added the AVID classes which will support our students to be more successful in the rigorous coursework we are asking our staff to teach. We have teachers with the ability to teach dual-credit in English, Math, Political Science, Art, Music, Information Technology, Animal Science, Physics, Biology, and Psychology. We are working on the recruitment of teachers for History, Chemistry, and Nursing.

Narratives: Work-Based Learning

Work-Based Learning

Add up to three activities offered to 9th grade students.

9th Grade Activities

Speaker series & career fair - aligned to P-TECH offerings

Naviance career assessments - complete at least 2 and research their top 2 careers

Begin resume building, complete at least one practice job application

Add up to three activities offered to 10th grade students.

10th Grade Activities

Naviance - career assessments & college searches (pertaining to colleges that provide training in their careers of interest)

Facility visits to local businesses and colleges aligned to P-TECH offerings

Employability workshop - Continue resume development, interviewing skills & practice interviews

Add up to three activities offered to 11th grade students.

11th Grade Activities

Job shadowing & mentor visits from business partners

Continue Naviance assignments - college and career searches and resume work

Dual Credit work-based education courses that will include internships, practicums, and certification tests

Add up to three activities offered to 12th grade students.

12th Grade Activities

Internships, clinicals, practicums, and mentorships

Finalize their post-secondary plans in Naviance

Continue certifications, post-secondary certificates, and completing degree plans

Add up to three activities offered to 13th grade students.

13th Grade Activities

Complete workforce education courses for licensure

Take licensing exam

Completing clinicals, internships, and externships for job placement upon completion of program

The P-TECH/ICIA requires that academies offer work-based learning at every grade level. Work-based learning may include, but is not limited to: facility visits, guest speakers, presentations, career information, career fairs, informational interviewing, job shadowing, internships, mentorships, and apprenticeships.

Narratives: Regional Workforce Alignment

Regional Workforce Alignment

The P-TECH/ICIA shall collaborate with the local workforce development board, local chamber of commerce, and local workforce industry representatives to define local

workforce needs. Have you worked with a regional workforce board or other relevant organization to establish regional workforce needs that the P-TECH/ICIA could serve?

Yes

List the regional high demand occupations your campus would propose to align with program offerings.

IT/Cybersecurity-related occupations: We will offer the Associate of Applied Science in Information Technology Cybersecurity Specialist. Students will have the opportunity to capture CompTIA A+, Security, and Networking certifications while engaging in their dual credit coursework. CNA/LVN/RN: We will offer the Associate of Applied Science in Nursing. Our students would begin by earning their LVN with Schreiner University during their junior/senior year and completing the program the summer after their senior year. Students will be earning their CNA along the way in the early part of the LVN coursework. Students who choose to continue into a 5th/6th year will be working on earning their RN through the LVN to RN bridge program at Alamo Colleges in Kerrville. Diagnostic Medical Sonographers: Students in this program would be earning an Associate of Applied Science in Diagnostic Medical Sonography which would make them immediately employable in a critical need/high-wage area. Manufacturing/Welding: Students will be earning the AWS Welding I certification while also taking dual-credit coursework. We are working towards an Associate of Applied Science in this field. Other Health Science related fields, Engineering, and other career connections: We will be offering both the Associate of Arts and the Associate of Science to students who are pursuing careers outside of the specific AAS degrees mentioned above. Students pursuing these degrees will also have the opportunity to take the high-school coursework that will provide them industry-based certifications. However, these students are focused on a 4-year university upon graduation.

Describe how the regional high demand occupations align with the associate degree(s) and/or industry certification(s) your academy plans to offer.

Item

Healthcare - CNA, LVN, RN, Diagnostic Medical Sonographers, Cardiovascular Technicians

Manufacturing - Welders, Cutters, Solderers, and Brazers

IT/Cybersecurity - Information Security Analysts, Computer & Information Systems Managers, Computer Systems Analysts, Network & Computer Systems Administrators

Narratives: Degrees and Credentials

Degrees and Credentials

Select the Career Cluster(s) that your academy plans to offer in 2021-2022.

Agriculture
Health Science
Information Technology
Manufacturing

Select the Program(s) of Study your academy plans to offer in 2021-2022.

Animal Science

Select the Program(s) of Study your academy plans to offer in 2021-2022.

Healthcare Diagnostics
Nursing

Select the Program(s) of Study your academy plans to offer in 2021-2022.

Cybersecurity
Information Technology Support and Services

Select the Career Cluster(s) that your academy plans to offer in 2021-2022.

Engineering
Manufacturing Technology
Welding

Select the endorsements that your academy plans to offer in 2021-2022.

STEM
Business and Industry
Public Service
Arts and Humanities
Multi-Disciplinary Studies

Which of the following credential(s) does the academy plan to offer students in 2021-2022 school year?

AD
PSC
PSC2
IC

What level 1 postsecondary certificate(s) provided by an IHE does the academy plan to offer?

Item

Cybersecurity

Certified Nurse Aide/Assistant

Welding

What associate degree(s) does the academy plan to offer?

Item

Information Technology

Interdisciplinary Studies/General Studies

Liberal Arts

Welding Technology

Cybersecurity

Registered Nursing

What level 2 postsecondary certificate(s) provided by an IHE does the academy plan to offer?

Item

Licensed Practical/Vocational Nurse Training

Registered Nursing/Registered Nurse

What industry certifications does the academy plan to offer?

Item

Certified Nurse Aide/Assistant (CNA)

Licensed Vocational Nurse

Registered Nurse

Registered Technologist - Sonography

CompTIA Network+

CompTIA A+ Certification

CompTIA Security+

America Welding Society Certified Welder

Leadership Team

Leadership Team

The P-TECH/ICIA academy shall establish a leadership team that includes high-level personnel from the school district, campus, industry/business partners, and IHE with decision-making authority who meet regularly and report to each organization.

Does the campus currently have a leadership team?

Yes

Identify the individuals and their job titles who currently serve on this school's leadership team. Individuals should have decision-making authority for the school, IHE, or business partner they represent. Applicants may enter up to eight individuals. Applicants are encouraged to list one Leadership Team member per organization

Name	Title	Organization
Mindy Curran	Assistant Superintendent	Ingram ISD
Justin Crittenden	Principal	Ingram Tom Moore HS
Loretta Moreno	LVN Program Director	Schreiner University
Ambra Starr	Nurse Educator/Nursing Admin	Peterson Regional Medical Center
Kerry Sutton	Manager - Community Relations	Hill Country Telephone Cooperative (HCTC)
Lisa Arledge	Counselor	Ingram Tom Moore HS
Shawna Fahrenthold	Off-Site Coordinator	Alamo Colleges Center Operations - Greater Kerrville Center
Nathan Fox	Owner	Fox Tank

Provide a timeline for leaderships meetings over the 2020-2021 planning year. Include topics that will be discussed.

Date	Topics to be discussed
6/10/19	Held multiple business/industry/workforce meetings in March, April, May, June, and August to determine workforce needs, define pathways and gain partnerships
7/17/19	Multiple meetings during April, May, June, and July to determine what support our

Date	Topics to be discussed
	students would need to prepare them. We determined to use AVID and Naviance as support for CCMR skills and career education.
8/5/19	1st Cyber Security planning meeting - confirm HCTC partnership and discuss existing pathway & any needed adjustments, and work-based learning activities
10/10/19	Conducted multiple campus site visits in February, April, and October to gather ideas from successful models and gather input from our team
10/15/19	Held multiple meetings with IHEs in April, May, September, October, and November to confirm partnerships for PTECH
10/17/19	Facility needs - what do we need to start working on now in preparation for next fall; what special facility needs will there be for our new health science pathway and the College & Career Research Center
10/21/29	School board & community input - 4th in a series of board meetings to share information and gather input and support from the school board
11/11/19	Held 3 community meetings in September, October, and November to gather community input and finalize direction
11/15/19	1st in a series of student workshops to target getting input from students regarding PTECH initiative
11/20/19	3rd in a series of health science planning meetings in September, October, and November to define pathway direction based on feedback from Peterson's occupational needs, Alamo's & Schreiner's ability to support, and meeting the needs of our goals for our students; discuss special equipment that will be needed, crosswalks, and work-based learning activities by grade level
1/29/20	Vision, Mission, OBMs, staffing, equipment, crosswalks
3/25/20	Budget, Staff plan, professional development, students' summer activities, master schedule, student artifacts, schedule future meetings

Recruitment and Enrollment

The P-TECH/ICIA shall be open enrollment for all students. Recruitment and enrollment processes shall identify, recruit, and enroll subpopulations of at-risk students (as defined by PEIMS), including, but not limited to, students who are of limited English proficiency, students with disabilities, or students who have failed a state administered assessment. Enrollment decisions shall not be based on state assessment scores, discipline history, teacher recommendation, parent or student essays, minimum grade point average (GPA), or other criteria that create barriers for student enrollment.

Describe plans to establish a recruitment and enrollment process that will meet open

enrollment requirements.

For the 2018-2019 school year, our district enrollment profile was: 78% Economically Disadvantaged, 16% English Language Learners, 9.4% Special Education, 46% Hispanic, and 51% White. Every single student matters to us which is why over the last several years, we have drastically increased the number of our students taking dual credit and dual enrollment classes. We have students from all of these demographics, including SpEd and EL, that have been successful in these courses and have captured college credits. Because of our belief in our students and that EVERY student deserves the right to be set up for post-secondary success, we will be a whole school P-TECH model. All of our students will be P-TECH students. For recruitment into the specific "career academies" in our P-TECH, we are working with our middle school students on career assessments, career research, and they are taking 6 week rotation classes that expose them to the different career academy options. Our 8th graders will take a Principles/Foundations class under a specific career academy and then "apply" to the career academy of their choosing. We feel that it is important for students to go through the application process but 100% will get their career academy of choice. In order to ensure that our high school students are ready for the rigorous course load, all of our middle school students take AVID classes at each grade level, HS students can choose to take the AVID elective and we are working toward school-wide AVID implementation.
