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Hays CISD CTE Facts

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# Career and Technical Education Program Evaluation

## HAYS CISD CTE FACTS

Two High Schools: Hays High School and Lehman High School (7 period days)

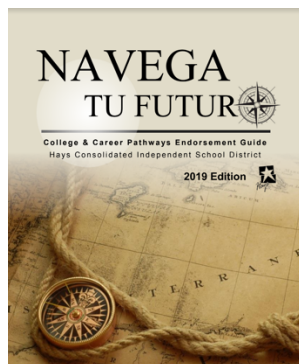
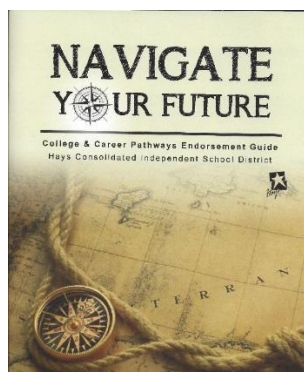
- **76%** of students attended a CTE course in the Fall of 2018
- CTE Indicator Code 1: 2,031
- CTE Indicator Code 2: 2,406
- Total CTE students in Hays CISD: **4,437**
- Work-Based Learning in multiple career clusters
- Austin Community College articulation with 283 of the 2019 seniors receiving letters of credit for tuition-free college hours (a gross savings in tuition of **\$89,760** for parents/students)
- Students in Project Lead the Way (PLTW) Principles of Biomedical Science outscored those not in PLTW on 2019 Biology End of Course Exam
- Final count of business and industry certifications in 2018-19: **3,723**
- Hays CTE helps the district with its A-F Accountability Rating through completion of recognized industry certifications and 4-year plan completions/coding for TEA.

## CAREER AND TECHNICAL EDUCATION ENROLLMENT

Currently, Hays CISD offers courses in 15 of the 16 career with **76%** of all high school students (4,437) enrolled in at least one CTE class.

Course Type	Count
Career Development - High School	53
Agricultural, Food & Natural Resources Cluster	767
Architecture & Construction Cluster	226
Arts, A/V Technology & Communication Cluster	1,029
Business, Management & Administration Cluster	197
Education & Training Cluster	104
Finance Cluster	83
Health Science Cluster	923
Hospitality & Tourism Cluster	473
Human Services Cluster	471
Information Technology Cluster	48
Law, Public Safety, Corrections & Security Cluster	671
Manufacturing Cluster	282
Marketing Cluster	113
Science, Technology, Engineering & Mathematics Cluster	279
Transportation, Distribution & Logistics Cluster	153

The Hays CISD **Navigate Your Future** continues to serve as a guide to help students and parents understand and select high school pathways and endorsement(s). Click on images below to view the booklet and course catalog in both English and Spanish online for students and parents.



### HIGHLIGHTS FROM

#### 2018-2019:

- The course catalog and Navigate Your Future Endorsement Guide were both published in Spanish.

Hays CISD  
Career and Technical Education  
Course Guide



2019 – 2020

Hays CISD  
Carrera y Educación Técnica  
Guía de Curso



2019 – 2020

- The Firefighter Academy graduated its alpha class of cadets.
- Active district-wide advisory committee that assists with program improvement, COW Day, Senior Hiring Day, guest speakers, employers for internships, field trips, etc.
- Careers on Wheels (COW) Day for approximately 1,600 eighth grade students, involving 34 business partners including Systems Go, Dell Computers, Pedernales Electric Coop, A+ Federal Credit Union and Great Clips
- Active Twitter @HaysCISDCTE and [CTE website](#) for marketing of CTE programs
- Every CTE Teacher created a [website](#).
- [LiveBinder/CTE Department Handbook](#) easily accessible for all CTE teachers.
- CTE Teacher recognition through end of year OCTAVE awards
- Students that earned a certification on the A-F list for accountability earned an honor cord at graduation.
- Culinary Arts catered meals throughout the year including the Ambassador Awards and Kyle Chamber of Commerce.
- Both high schools participated in the State BBQ Contest for the first time.
- Graphic Designs students competed to create the design for the [Superintendent's Challenge Coin](#).
- CTE teachers are committed to 100% Hays CISD and keeping our students involved.
  - Students competed in the following Career and Technical Student Organizations (CTSOs) in 2018-2019: FCCLA, FFA, SkillsUSA, TAFE, TSA
  - CTE teachers also sponsored the following organizations:
    - Baking/Cooking Club
    - BBQ Club
    - Cheer
    - Dance
    - E-Sports Club
    - F1 in Schools
    - Fishing club
    - Girls Soccer
    - Golf Coach
    - Hays County Composite Mountain Bike Team
    - Hays Media
    - International Thespians Society
    - Law Enforcement Explorers
    - Lehman Soil Society - Garden club

- Literature Club
  - Music Club
  - National Technical Honor Society
  - Senior Class Sponsor
  - Tennis Coach
  - UIL Accounting
  - UIL BEST Robotics
  - UIL Calculator Apps
  - UIL Computer Applications
  - UIL Computer Science
  - UIL One Act Play
- CTE teachers were asked to list any personal, student and department achievements they were most proud of this year. See their responses.
    - [Personal Achievements](#)
    - [Student Achievements](#)
    - [CTE Department Achievements](#)

## TEACHER RECOGNITION – OCTAVE AWARDS

A recent Gallup poll stated that “less than one out of three U.S. workers feel that they receive adequate recognition or praise for their work. Further, the two out of three that don’t feel adequately recognized are twice as likely to leave their job within the next year”. This year the **OCTAVE** (Outstanding Career, Technology, And Vocational Educator) **Awards** were given to top 12 CTE teachers for 2018-2019 based on teaching standards, quality of classroom programs, etc. [See the complete rubric.](#)

- Ashley Dobbins
- Betsy Slemmons
- Brandon Henry
- Carly Speir
- Catherine Lively
- Cody Sultenfuss
- Donald Davis
- Jamie Taylor
- Katy Henry
- Lewis "Rip" Gravell
- Morgan Passino
- Precious Collier

## CURRICULUM

### Instructional Coach

In 2017-2018, a full-time Instructional Coach, Rick Bough, was added to the CTE Staff. The majority of the CTE teachers have used the assistance of the instructional coach to help them in a variety of ways -- improve lesson plans, facilitating PLC's, strategies for reading, checks for understanding, setting up certification exams, and individual suggestions to help improve instruction as well as integration of academics into the CTE class.

Teachers were asked, "in what ways was the instructional coach able to help you this year?" [See their responses.](#)

Teachers were also asked, "In what ways would you like to see an instructional coach help you in the future?" [See their responses.](#)

### Journals

Teachers were asked if they use journals in their classes in order to encourage writing.

- 45 out of 51 that answered the survey said yes.
- 17 teachers said they use journals daily.
- 13 teachers said weekly
- 15 teachers said on occasion.

### Writing

CTE teachers were asked how they encourage writing in their classes. [See their responses.](#)

### Math

CTE teachers were asked how they incorporate math into their curriculum. [See their responses.](#)

### Professional Learning Communities

CTE teachers were asked, "In what ways did you find PLC's helpful to instruction in your classroom during 18-19?" [See their responses.](#)

CTE teachers were asked, "What changes could be made to PLC's during 19-20 in order to make the time more beneficial to you and your instruction?" [See their responses.](#)

### Biology EOC's

The students in Project Lead The Way Principles of Biomedical Sciences (PBS) are excelling on the Biology EOC compared to students not in PBS.



LHS			HHS		
18-19	Students In PBS	Not in PBS	18-19	Students In PBS	Not in PBS
Ave Percent Score	73%	61%	Ave Percent Score	76%	68%
Approaches GL	18%	25%	Approaches GL	16%	19%
Meets GL	35%	36%	Meets GL	37%	38%
Masters GL	42%	21%	Masters GL	46%	32%
Did Not Pass STAAR	5%	18%	Did Not Pass STAAR	2%	11%

### Industry Based Certifications (IBC's)

The growth of business and industry certifications has been substantial over the past few years. Teachers are rising to the challenge to help students meet success at every turn, including these difficult examinations.

Note that those in red are part of the A-F Accountability rating for 18-19. The asterisk indicates certifications on the A-F list beginning in 19-20.

ACT Foundations for Veterinary Staff	20
ACT Veterinary Technician Skills Phase I	18
ACT Veterinary Technician Skills Phase II	19
Adobe Illustrator*	39
Adobe Photoshop*	81
Adobe Premiere Pro*	43
AHA BLS CPR AED (health care provider/EMT's)	8
AHA CPR/AED (4 hour heart savers)	49
AHA First Aid (4 hour course)	49
ASE Brakes*	4
ASE Automobile Service Technology	5
ASE Suspension and Steering*	7
AutoDesk Certified User - AutoCAD 2018*	6
Autodesk Inventor 2019*	7
AWS SENSE Welding Level I*	11
Barbacide Certification	174

Basic First Aid: Protecting the Well Being of the Child	119
Bayer Crop Science Plant Science Certification	34
Benz School Principles of Floral Design Certification	78
CERT (Community Emergency Response Team)	27
Cosmetology Operator License*	17
Elanco Fundamentals of Animal Science Certification	22
Elanco Veterinary Medical Applications Certification	5
Establishing Positive Relationships with Families	39
FEMA 100 Ieb	8
FEMA 317	30
FEMA 700.a	8
FEMA 800.b	8
Firefighter*	1
Food Handlers	349
Healthy Eaters: Infant and Toddler Nutrition	10
HIPPA	324
Hunter Education	24
Medical Assistant (CCMA)*	21
Medical Coding & Billing Specialist*	2
Microsoft Office Specialist - Excel*	1
Microsoft Office Specialist - PowerPoint	27
Microsoft Office Specialist - Word*	26
Microsoft Technology Associate*	14
NFHS Concussion Certification	80
OSHA Construction Industry Certification	12
OSHA General Industry Certification - 10 hour	445
Quality Counts	82
QuickBooks Certified User*	15
S/P2 Collision & Mechanical Safety – Collision Pollution Prevention	21
S/P2 Collision & Mechanical Safety – Collision Safety	21
S/P2 Collision & Mechanical Safety – Mechanical Pollution Prevention	35
S/P2 Collision & Mechanical Safety – Mechanical Safety	114
S/P2 Collision & Mechanical Safety – Supervisor's Course	33
Safe Sleep: Reducing the Rate of Sleep-related Death	44
Security Guard Level II*	21
ServSafe Manager*	16
Soft Skills	1008
Stop the Bleed	25
Texas State Floral Association Level 1 Certification*	7

TSFA Level I Knowledge-based Certification*	10
<b>Total:</b>	<b>3723</b>

## Budgets

CTE teachers were asked if their current budget meets their supply and equipment needs. 41 out of 51 that answered the survey said yes.

These were the comments from the teachers indicating the reasons they need more budget money next year so we can adjust as needed/if possible.

- I need a lab instead of just a classroom for PLTW labs.
- Architectural Design 2 designed a basic stud wall frame with window and door openings that would fit inside my classroom. Interior Design 2 were going to do faux finishes on the walls of the staff bathrooms. They practiced with ceiling tiles. The money I was planning on using for these was used by another teacher. (\$500)
- greenhouse, soil and plants, egg incubator, classroom sets of markers/pencils/paper,
- I need a larger for architecture due to the supplies for model making, etc. tends to add up.
- I would love to have the ACT Curriculum for my students! Lehman uses it and it is very useful.
- It does cover much of what we need for day to day supplies and equipment. It does not accommodate for the needed equipment required for our plant science pathway which is part of the ag budget. ie- greenhouse or replacing our broken floral coolers for floral design (5 sections of floral design)
- Laser printer broken and no money left in my budget to replace it
- My Graphic Design students are pretty set up. I would like to buy 'accurip' software to separate colors for screen printing. My commercial photo classes were lacking in supplies. Most of the cameras and lenses that were to be used for this course are not working. We only had about 5 cameras to share amongst 20 students per class. (x 2 classes). The classroom space/setup is not sufficient for the courses I teach as well. There is nowhere to set up a 'photography studio' or lock up equipment. The screen printing equipment is not being used to its potential as it causes toxic fumes when printing more than a dozen shirts, there is no running water, and it takes up an incredible amount of space.
- This is a hard question to answer. Yes, we have enough to meet small supply needs in class, but no we do not have enough to also meet equipment needs for my subject. The plant science pathway is brand new and our budget has not been able to supply a lab space such as a greenhouse or a new walk in cooler as the one at LHS has been broken all year. We have one small cooler but it does not fit the

supplies that are needed for over 130 floral students, another walk-in cooler will eventually be needed. Access to water is lacking and to teach any of the plant sciences water access is needed inside, and outside. Curriculum for turfgrass management does not exist in our district and landscape design is of the lowest quality available, budget money did not allow for these funds as well as textbook adoption rules.

- HBS and MI labs are almost all kits and can be expensive.
- With the addition of Floral Design to our budget we did not have as much money to go around to all 3 teachers that share out of this budget. Rolling whiteboard, access to technology, construction materials for Principles of Ag classes.

## BUSINESS PARTNERSHIPS

### Internships

Since August 2017, Hays CTE has had a full-time Internship Coordinator, Marco Pizana. Among his many responsibilities include securing training and shadow sites, overseeing students on the job, field trip coordination, COW Day, Senior Hiring Day and establishing teacher externships. Marco will continue to locate training stations to enable successful work-based learning experiences for the Hays CISD students.

In 2018-2019, students took part in internships at the following sites:

- Buda Chamber of Commerce
- City of Kyle
  - Police Dept. Records
  - Finance
  - Economic Development
  - Communication
  - Municipal Court
- Cornerstone
- Corridor Primary Care
- Firehouse Animal Clinic
- Hays CISD
  - Print Shop
  - Software Service
  - Uhland ES
  - Simon MS
  - Tobias ES
  - Lehman Athletic Trainer
- Hays County Constable
- Hays County Pct.2
- Hays County Sheriffs
- Kyle Lung Doctor

- Manchaca Village Vet Clinic
- Newhaven Adult
- Pediatric Junction
- San Marco Vet
- South Park Animal Clinic
- Texas Pie Company

### **Careers on Wheels (COW) Day – January 17, 2019 (4<sup>th</sup> Annual)**

Approximately 1,600 eighth grade students were bussed to the PAC to visit with high school teachers and students. See the [flyer](#). The following businesses participated in COW Day this year:

- Centry Link
- Great Clips
- Wright Time Realty LLC
- Emergency Preparedness Hays County
- Firehouse Animal Health Center
- Kyle Public Library
- A+ Federal Credit Union
- Kyle ER
- Michael Baker, Hays CISD Electrician
- SystemsGo
- Texas A&M AgriLife Extension
- Michael Torres, Constable
- Kyle Fire Department
- MTC/ Kyle Correctional Center
- Texas Rural Water Association
- GTS Technology Solutions
- Capital City Security, LLC
- US Marines
- Dell Technologies
- City of Kyle - Human Resources & Parks and Recreation Department
- Pedernales Electric Coop
- Workfoce Solutions Rural Capital Area
- Geek Bus
- Texas Department of Public Safety
- Sport Clips
- San Marcos County EMS

- Circuit of the Americas
- Hays CISD Computer Techs

### **CREW Day (Career Ready Educated Workforce)/Senior Hiring Day – May 14, 2019**

We partnered with the Kyle Economic Development Board for our 1<sup>st</sup> Annual Senior Hiring Day. We bussed students from Lehman HS to Hays HS and eleven local businesses spoke to seniors that were not committed to college. The seniors were asked to bring resumes and visited individually with the business partners after their presentations. See the [agenda](#) for the day.

The following businesses participated:

- RSI
- GetSpares
- Ember Industries
- Priority Personnel
- AlSCO
- Yarrington Road Materials
- TDS
- Plumbers and Pipefitters
- Internal Revenue Service
- MTC/Kyle Correctional Center
- Kyle Public Works

### **Teacher Externships**

Mr. Pizaña also coordinated the Teacher Externship Program during the summers of 2018 and 2019. Twenty Hays CISD teachers will participate in the externship program July 23-25, 2019 thanks to a grant from Texas Workforce Solutions Rural Capital Area. Employers working with our teachers this summer include: City of Kyle, Seton Medical Center, City of Buda, RBFCU, Cenikor Foundation, Hays County Clerk, Special Olympics and Claycomb Architects. See the [flyer](#) with more information.

Teachers were asked how they involve business and industry in their program. See their [responses](#).

## **CTE GOALS/FOCUS FOR THE FUTURE**

## Professional Development

The CTE Instructional Coach, Rick Bough, coordinates the majority of PD for the CTE department. The CTE teachers were asked, “In what areas would you like us to concentrate when we plan PD for the future?” in order to help Mr. Bough in planning PD for 2019-2020. See the [responses](#) from the department.

## Middle School CTE Courses

The legislature recently approved CTE weighted funding for 7<sup>th</sup> and 8<sup>th</sup> grade. Gateway To Technology, GTT, has approximately 800 students enrolled in 2019-2020 and will begin receiving the weighted funding. We hope to expand more of our current high school pathways to the middle schools in 2020-2021.

## Programs of Study

The Texas Education Agency has recently released Programs of Study for public comment to be implemented in 2020-2021. With the implementation of the new Programs of Study along with expanding into the middle schools, we will be looking at adjusting our current pathway offerings in the spring of 2020.

## Areas of Personal/Department Improvement

CTE teachers were asked, “What is the area within your program that needs the most attention or is in need of improvement? What support would you need to make the necessary improvements?” [See their responses.](#)

CTE teachers were asked, “What changes or improvements would you like to see in the CTE department in the future?” [See their responses.](#)

## New Facilities

Much time was spent in 2018-2019 designing buildings, participating in construction meetings and ordering equipment. The new CTE facilities will be opening in 2019-2020 at all three high school campuses.

- Johnson HS will be a comprehensive high school which will include all of our CTE pathways and will open in August.
- Hays HS is in the process of remodeling the old band hall and is expected to be open in October. It will include broadcasting, culinary arts and vet tech.
- Lehman HS is building a new facility which will include auto tech and vet tech and will be ready in September. We are also remodeling a current classroom to house broadcasting.

## Goals for Future Growth

- Build Greenhouses for Hays HS and Lehman HS to be used by Ag Science and Culinary Arts
- Consideration of district centralized Career and Technical Education Center which would eliminate building more duplicated labs and shops. Some possible programs that could be considered are:
  - Ag Barn – We do not currently have an ag barn.
  - Auto Body – We do not currently offer auto body.
  - Auto Tech – Will be at all three high schools but very expensive to keep replicating.
  - Bank – A+ Federal Credit Union partners with many districts in the area. The bank is located within the school is an excellent internship site for our business and finance students.
  - Barbering – We do not currently offer barbering but plan to add it in the future.
  - Broadcasting – Will be at all three high schools but very expensive to keep replicating.
  - Cosmetology – Will be at all three high schools but very expensive to keep replicating.
  - Courtroom – We do not currently have a courtroom for the law enforcement classes.
  - Culinary Arts – Will be at all three high schools but very expensive to keep replicating.
  - CyberSecurity – We do not currently offer CyberSecurity but plan to add it in the future.

- o Dental Assistant
- o Electrical – We currently offer construction classes but would like to have the facilities to offer specialized programs.
- o EMT – The students currently meet at the Kyle Fire Department.
- o Engineering – We currently have at all three high schools.
- o Firefighter Academy – The students currently meet at the Kyle Fire Department.
- o HVAC – We currently offer construction classes but would like to have the facilities to offer specialized programs.
- o Masonry – We currently offer construction classes but would like to have the facilities to offer specialized programs.
- o Meats Lab – We do not currently have a meats lab.
- o Plumbing – We currently offer construction classes but would like to have the facilities to offer specialized programs.
- o Real Estate – We do not currently offer real estate but plan to add it in the future.
- o Robotics – We do not currently offer robotics but plan to add it in the future.
- o Vet Tech – We currently have at all three high schools.