Capacity Building for Equity and Inclusion in Career and Technical Education (New Perkins Reserve Category)

Colleen Larsen et al., WTCS Education Directors for Student Services/Student Success

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Outline

Purpose

Funds Available

Limitations

Deliverables

Allowable Activities

Resources Available

Purpose

Capacity Building and Alignment

- Directly support Wisconsin's equity and attainment goals to close equity gaps and increase credential attainment across the state.

- Support efforts outlined in college strategic/equity plans focused on increasing institution-wide inclusion.

WTCS System-wide Equity Report Goals

1) Identify equity gaps in student and employee data

2) Review and address missing data points

3) Institutionalize a culture of equity and inclusion as the work of each employee at the college

WISCONSIN TECHNICAL COLLEGE SYSTEM
we are futuremakers
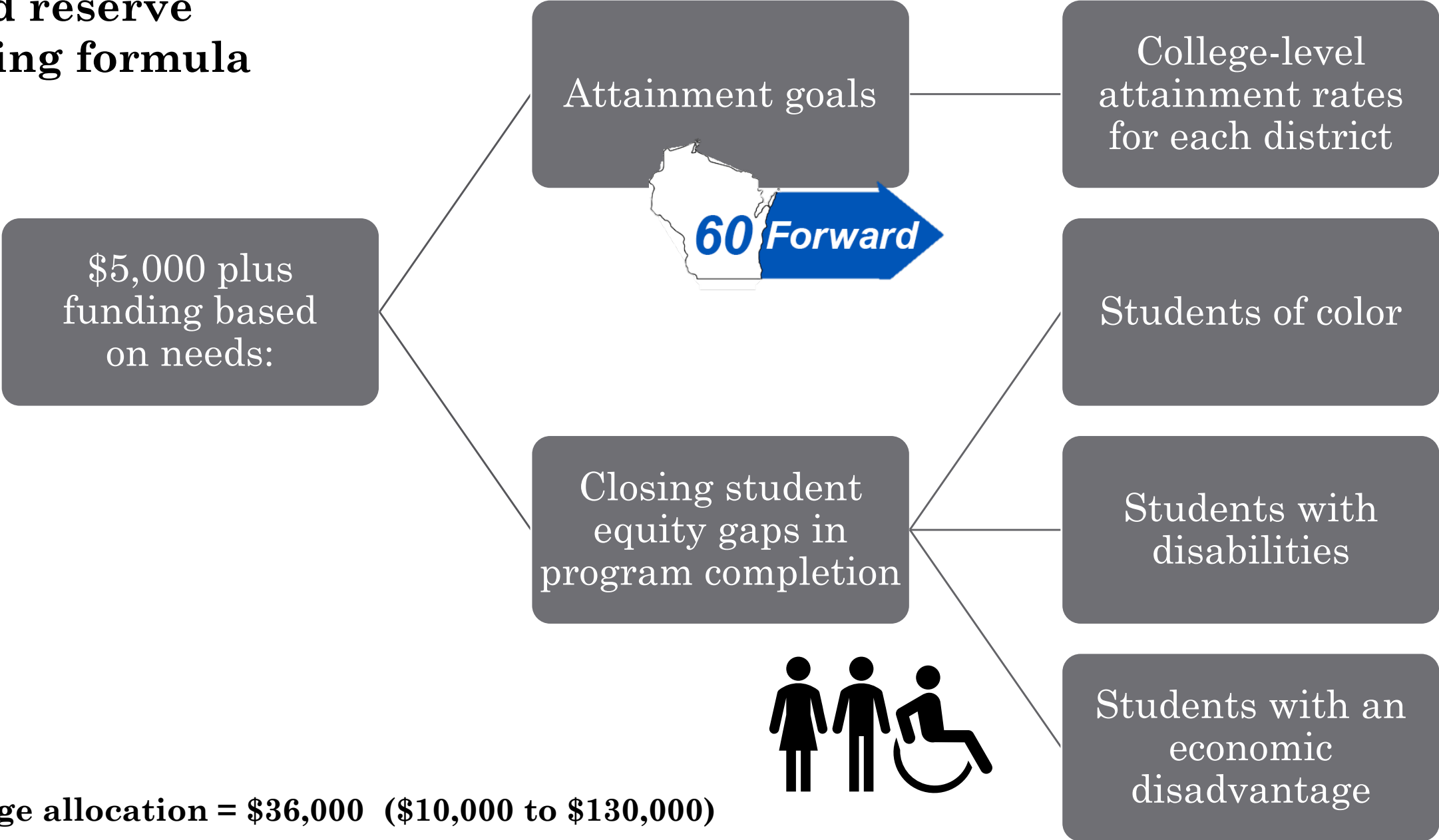
System-wide Equity Report
❧ December 2018 ❧
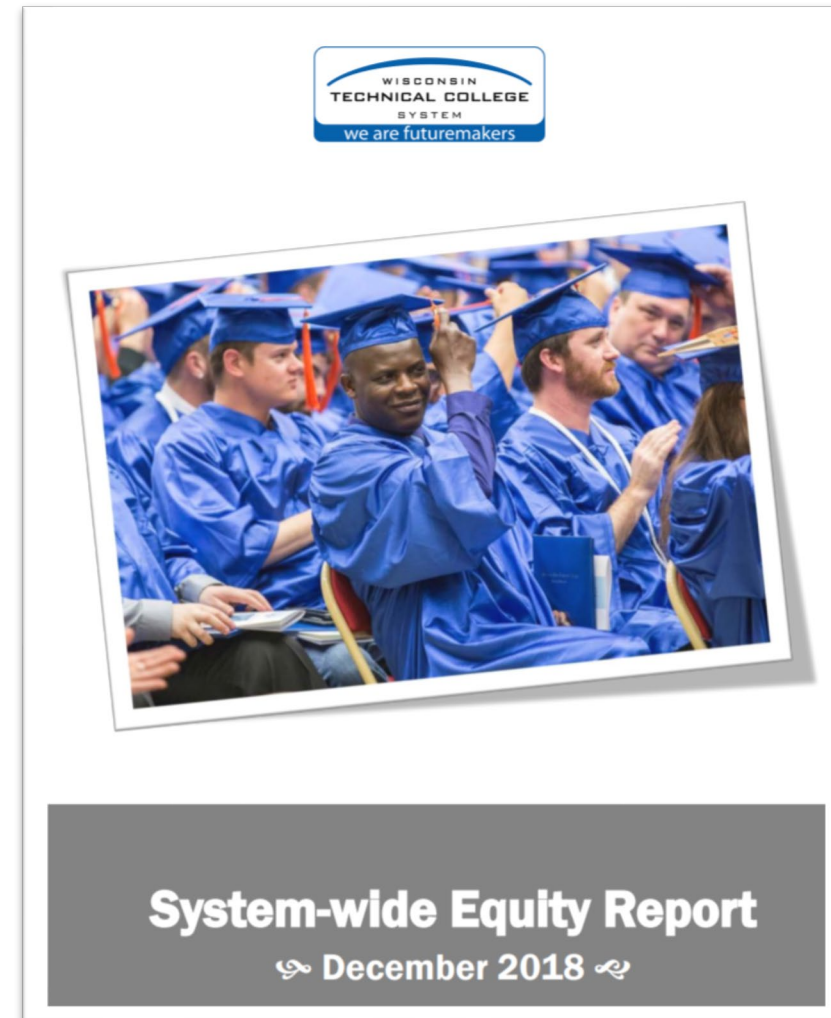
Funds Available

- $576,049 is available for the 19-20 year.

- Capacity Building for Equity and Inclusion in CTE is a new reserve grant category that will continue in 20-21.

- The funding allocation is based on a funding formula for equity gaps and attainment goals

Perkins V needs-based reserve funding formula

$5,000 plus funding based on needs:

Attainment goals

60 Forward

College-level attainment rates for each district

Students of color

Closing student equity gaps in program completion

Students with disabilities

Students with an economic disadvantage

Average allocation = $36,000 ($10,000 to $130,000)

Limitations

- Activities funded may not generate FTEs

- Professional learning and or strategies identified and proposed in this grant must relate to the equity gaps through an analysis of your data

- **No Direct Student Services**. Direct services are fundable through other Perkins grant categories such as Student Success and NTO.

Deliverables

1) Submit local equity report using the template and guidance provided, along with a plan for sharing the information with your college community.

- If colleges have already created a local equity report, you may submit your own report.

- Submitted document must address all components of the template and include information on how you plan to share it with you college community.

- Submit completed local equity report to Grants@wtcsystem.edu by March 15, 2020.

2) Share challenges and progress with regard to institutional equity and inclusion in at least one public forum

Allowable Activities

1. Analyze data relative to Perkins special populations and at-risk students as part of the Perkins V required college comprehensive needs assessment

2. Develop a communication plan for sharing your institutional equity report with your college community.

3. Create/implement communication strategies for case-making with faculty and staff, trustees, advisory committees, secondary partners and employer groups regarding the importance of diversity, equity, and inclusion to support economic development and employment.

Allowable Activities

4. Provide professional learning for faculty, staff, administrators to address strategies to impact equity gaps.

5. Develop and deliver in-house training programs on equity and inclusion.

6. Implement Universal Design for Learning principle across programs and courses.

Allowable Activities

7. Identify and document ways your college will improve recruitment, retention and training of CTE teachers, faculty, specialized instructional support personnel, paraprofessional and career guidance and academic counselors including individuals in groups underrepresented in such professions.

Questions

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Pulling Data for Your College-level Equity Report

Hilary Barker, Senior Research Analyst (June 4, 2019)

Populations

Race/ethnicity

Individuals with disabilities

Individuals that are economically disadvantaged

Gender

Perkins V Special Populations

Individuals with disabilities

Individuals from economically disadvantaged families

Individuals preparing for non-traditional fields

Single parents, including single pregnant women

Out-of-workforce individuals

English learners

Homeless individuals describe in section 725 of the McKinney Vento Homeless Assistance Act (42 U.S.C. 11434)

Youth (16-24 years old) who are in, or have aged out of the foster care system

Youth (16-24 years old) with a parent who is a member of the armed forces and is on active duty

Resources:

Local Equity Report Template.docx

Local Equity Template Data Tables.xlsx

PullingDataForWTCSLocalEquityReport.docx

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