

**2020-2021 Texas Perkins V
Comprehensive Local Needs Assessment Guidebook
February 9, 2021**



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Guidance for Local CTE Leaders

The CLNA drives your local application development and future spending decisions.

One of the most significant changes introduced in the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) is the new comprehensive local needs assessment (CLNA). The law states local eligible recipients must complete a comprehensive local needs assessment related to career and technical education once every two years.

The CLNA is designed as the foundation of Perkins V implementation at the local level. This process provides an opportunity for local education agencies (LEAs) to take an in-depth look at their entire career and technical education (CTE) system and identify areas where targeted improvements can lead to increased opportunities and outcomes for student success. The local needs assessment can be a powerful opportunity to engage stakeholders in a common understanding and vision for the future of CTE in the local community.

The purpose of the CLNA is to support data-driven decision-making and more closely align planning, spending, and accountability activities under Perkins V. The results of the local needs assessment must form the foundation of the local application and drive local spending decisions. There should be a seamless connection between the strengths and areas of opportunity identified in the CLNA and the strategies and activities outlined in the local application.

The LEA must use the local needs assessment to comprehensively evaluate, in consultation with stakeholders, district CTE programs. In addition, the LEA is called upon to summarize findings as part of its work. Please see the sections of the CLNA.

The CLNA sections are:

1. Student Performance
2. Labor Market Alignment
3. Programs of Study
4. Improving Equity & Access
5. Recruitment, Retention, & Training of CTE Educators
6. Summary

Guidebook Overview

This CLNA guidebook is designed to assist Texas school districts with the completion of the local needs assessment. The local needs assessment process is intended to be a regular part of a LEAs' data-driven decision making and program improvement system.

CLNA Process

Below is a suggested process for successfully completing the CLNA. The CLNA process merits a great deal of intentional thought and planning to coordinate the various sections, leadership members, and stakeholders in a way that brings about accurate, actionable, and strategic results leading to high-quality student employment outcomes. Consider the CLNA process as a major project that will require decisive leadership and detail-oriented project management.

Overview of the Needs Assessment Process:

1. Stakeholder Engagement
2. Understanding the CLNA
3. Collect and Analyze Data
4. Set Priorities
5. Relationship to the Local Application

Stakeholder Engagement

Perkins V requires consultation with a variety of stakeholders to complete the CLNA and on a continuous basis as program decisions are made reflecting the findings of the initial assessment. The federal law also provides a list of minimum participants to clearly define the diversity of stakeholders expected to be recruited to participate in the assessment process.

Minimum List of Participants

- Representatives of career and technical education programs in a local education agency or educational service agency, including teachers, career guidance and academic counselors, principals and other school leaders, administrators, and specialized instructional support personnel and paraprofessionals
- Representatives of career and technical education programs at postsecondary educational institutions, including faculty and administrators
- Representatives of the local workforce development boards and a range of local or regional businesses or industries
- Parents and students
- Representatives of special populations
- Representatives of regional or local agencies serving out-of-school youth, homeless children and youth, and at-risk youth
- Representatives of Indian Tribes and Tribal organizations in the state, where applicable

Understanding the Comprehensive Local Needs Assessment

Perkins V requires that eligible recipients conduct a thorough review of local CTE programs while including specific stakeholders to aid in the evaluation process. The CLNA has six sections which address the requirements described in Perkins V. In completing the assessment, the results are mandated to be a report of findings outlined in each section:

- I. The evaluation of student performance served by the eligible recipients with respect to state determined and local levels of performance.
- II. The evaluation of the alignment between programs offered and the labor market needs of the local area, state and/or region.

- III. An evaluation of programs to determine if sufficient size, scope, and quality is available to meet the needs of all students and aligns to state, regional, and local in-demand industry sectors. The implementation of career and technical education programs and programs of study and an evaluation of incremental progression.
- IV. A description of the improvements in recruitment, retention, and training of career and technical education teachers, faculty, specialized instructional support personnel, paraprofessionals, and career guidance and academic counselors.
- V. A description of progress towards implementation of equal access to high-quality career and technical education courses and programs of study with an emphasis on improving access and equity for special populations.
- VI. The final section of the CLNA is a summary of the previous five sections and an overview of possible actions to mitigate areas of deficiencies which can be used to develop the local application for Perkins funds.

Collecting and Analyzing Data

In order to streamline the data collection process for LEAs, the TEA will provide each local agency with the disaggregated data needed to complete the CLNA. Perkins V Indicator data is now accessible in the [Texas Education Agency Login \(TEAL\) system](#) through the Career and Technical Education Reports (CTER) application. LEA's leadership in collaboration with stakeholders recruited to participate in the process, will review disaggregated data based upon performance of student populations, effective service to every student population within local parameters, and the identification of program strengths and growth opportunities. It will be the duty of LEA's CTE leadership to organize the presentation of the data to the advisory committee, record the findings of the committee, and complete the CLNA to meet the requirements of Perkins V.

Set Priorities

Once the committee has reviewed the LEA's data provided by TEA, the next step in completing the CLNA is to determine in what order the findings need to be addressed. This phase of the assessment will guide the completion of the summary as the committee decides which actions will have the greatest impact.

The prioritization of strategies to address program strengths and growth opportunities should also incorporate the six required uses of funds for LEAs in Perkins V. The six required local uses of funds are listed below:

- Provide career exploration and career development activities through an organized systematic framework designed to aid students, including in the middle grades. The activities should occur before students enroll and while participating in a career and technical education program. The intent is to assist students in making informed plans and decisions about future education and career opportunities and programs of study.

- Provide professional development for teachers, faculty, school leaders, administrators, specialized instructional support personnel, career guidance and academic counselors, or paraprofessionals.
- Provide within career and technical education the skills necessary to pursue careers in high-skill, high-wage, and in-demand industry sectors or occupations.
- Support integration of academic skills into career and technical education programs and programs of study
- Plan and carry out elements that support the implementation of career and technical education programs and programs of study and that result in increasing student achievement of the local levels of performance.
- Develop and implement evaluations of the activities carried out with funds, including evaluations necessary to complete the CLNA.

Relationship Between the CLNA and the Local Application

The sections of the CLNA allow LEAs to review the pressing needs of the LEA to include the needs of both the student and industry. The local application offers an opportunity for LEAs to determine how to address those needs through Perkins and how to shape CTE program offerings and supports. The local application is defined by the relevant sections of the CLNA that highlight the program areas needing the most attention and the areas having the greatest impact on student achievement.

The Comprehensive Local Needs Assessment

Part 1: Application Designation

An integral part of planning for the CLNA is determining how LEAs will apply for Perkins funds. The following requirements must be met when applying for funding:

1. LEAs may apply for funding as single applicants if they are eligible for at least \$15,000 under this grant.
2. LEAs whose grant allotment is less than \$15,000 may still participate in the grant allotment by joining a shared services arrangement (SSA) with other LEAs, a regional education service center, or a postsecondary institution to meet the minimum grant requirement of \$15,000.
3. An LEA located in a rural, sparsely populated area may be eligible for a waiver of the requirement for a \$15,000 minimum allocation if its high school is located at least 30 highway miles from the nearest neighboring high school campus and for that reason it is unable to enter into an SSA to provide services under the grant. Charter schools may also be eligible for a waiver if they are unable to join an SSA.
4. Members of SSAs will complete four sections of the CLNA Parts 1, 2, 4, and 7. Independents will complete all seven sections of the CLNA.

Part 1: Application Designation

Intention to Apply for Funds				
Funding Source	Apply on Own	Apply as Fiscal Agent of SSA	Not Apply at All	Apply as Member of SSA
1. <grant description from TEA Calendar>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions:

Select the LEA's application designation. The designation selected on the CLNA must match the Perkins Applicant Designation and Certification Form (ADC).

Part 2: Student Performance

Review Perkins accountability data provided by the TEA and any other data that may have relevance. An important approach to evaluating student performance is to compare data for CTE Learners (CTE Concentrators and CTE Completers) to non-CTE Learners (Not CTE, CTE Participants, and CTE Explorers). For secondary students, it would be most beneficial to look at differences between these groups for graduation rates, academic performance, and postsecondary placement.

2018-2019 Data:

Before reviewing the requirements of the Student Performance section, it is important to gain an understanding of the 18-19 Perkins V Indicator Data. The new auto calculated system uses course completion data and statewide/regionally approved programs of study to identify CTE concentrators (code 6) and CTE completers (code 7). In the graph below, information is provided on other CTE indicator codes including non-CTE students (code 4), CTE Participants (code 5), and CTE Explorers (Code E).

Texas CTE Indicator Auto-Coding: Codes and Definitions

Identifiers	Codes	Definitions
Not CTE	Code 4	A student who never enrolled or who did not complete any high-school CTE course as defined by 19 TAC Chapter 126 (C), 127 (B) or 130.
CTE Participants	Code 5	A student completing one or more courses for less than two credits, defined by 19 TAC 126 (C), Chapter 127 (B) or 130 (the student does not have to pass or receive credit).
CTE Explorers	Code E	A student completing two or more high school CTE courses for two or more credits defined by 19 TAC Chapter 126 (C), 127 (B) or 130 and not a participant, concentrator or completer (the student does not have to pass or receive credit).
CTE Explorers*	*Code E	A student completing enough credits within a program of study coherent sequence of courses in a regional program of study, but completes the school year in a district and region where the regional program is not approved. The Code 6 or 7 is changed to a Code E.
CTE Concentrators	Code 6	A student completing and passing two or more chapter 126 (C), 127 (B) or 130 CTE courses for at least two credits within the same program of study and not a Completer in the same program of study
CTE Completers	Code 7	A student completing and passing three or more chapter 126(C), 127 (B) or 130 CTE courses for four or more credits, including one level 3 or level 4 course, within the same program of study.

*Regional programs of study are approved in education service center regions where there is specialized regional labor market demand for specific occupations. Students concentrating and/or completing a coherent regional course sequence outside of approved regions are assigned a code E (Explorer).

The following table provides examples for coding five hypothetical students based on the new auto calculation system.

Student Name	Clint	Sam	Diana	Arthur	Clark
<i>Student's Code</i>	<i>Code 4 in one district</i>	<i>Code 6 in one district</i>	<i>Regional Code E, 6 and 7 in one district after moving regions</i>	<i>Regional Code E in one district in a non-approved region</i>	<i>Regional Code 7 in one district</i>
<i>Description</i>	Clint enjoys the outdoors and archery. He takes one CTE course in his freshman year but does not complete it. He drops out of high school in the middle of his sophomore year without completing any CTE courses.	Sam has a natural affinity for birds and trains a falcon. He takes Agriculture courses in the Animal Science program, but fails to complete one, preventing him from becoming a Code 6.	Diana dreams of flying her own plane one day. She takes regional maritime courses in an approved region, moves to a non-approved region, and eventually moves back to her original approved region for the program of study.	Arthur is fascinated with the sea and aquatic life. He takes regional maritime program of study courses, even though his region was never approved for the maritime regional program of study.	Clark is interested in becoming a journalist in the local newspaper. Clark completes the regional program of study in an approved region.
<i>6th Grade 2017-2018</i>	Code 4	No CTE Courses Code 4	Introduction to Aerospace and Aviation Code 5	No CTE Courses Code 4	Graphic Design and Illustration I Code 5
<i>7th Grade</i>	No CTE Courses Code 4	No CTE Courses Code 4	Introduction to Unmanned Aerial Vehicles Code 6	Principles of Maritime Science Code 5	No CTE Courses Code 5
<i>8th Grade 2019-2020</i>	No CTE Courses Code 4	No CTE Courses Code 4	Not CTE Courses Code 6 (Aviation) <i>Moves to region B in the summer</i>	No CTE Courses Code 5	No CTE Courses Code 5
<i>9th Grade 2020-2021</i>	Principles of Agriculture, Food, and Natural Resources (Does not complete) Code 4	Principles of Agriculture, Food, and Natural Resources Code 5	Code E No CTE Courses Code E (Aviation) in non-approved region B	Maritime Science I Code E	Printing and Imaging Technology I/Lab Code 6 (Print & Imaging)
<i>10th Grade 2021-2022</i>	No CTE Courses Drops out of high school Code 4	Livestock Production/Lab (does not complete) Code 5	Code E No CTE Courses Code E (Aviation) in non-approved region B — Moves back to region A	Maritime Science II Code E	Printing and Imaging Technology II/Lab Code 7 (Print & Imaging)
<i>11th Grade 2022-2023</i>	No CTE Courses Does not return to high school Code 4	Veterinary Medical Applications/Lab Code 6 (Animal Science)	Aerospace Engineering Code 6 (Aviation)	Practicum in Transportation Systems Code E	Practicum in Printing and Imaging Technology Code 7 (Print & Imaging)
<i>12th Grade 2023-2024</i>	No CTE Courses Does not return to high school Code 4	Advanced Animal Science Code 7 (Animal Science)	Scientific Research and Design Code 7 (Aviation)	No CTE Courses Code E	No CTE Courses Code 7 (Print & Imaging)
<i>Program of Study</i>	None	4 – Animal Science	56 — Aviation Flight	58 — Maritime	64 — Printing and Imaging
<i>Federal Career Cluster</i>	None	F1 – Agriculture, Food, and Natural Resources	F17 — Transportation, Distribution, and Logistics	F17 — Transportation, Distribution, and Logistics	F3 — Arts, AV, Technology, and Communications

Regional Program of Study Codes 6 & 7 Showing as a Code E in Un-Approved Region: When a student completes enough regional program of study courses and completes a school year in a non-approved region, if they have enough credits to be coded a 6 or 7, their CTE Indicator Code will revert to a Code E, until they are enrolled in an approved region for the program of study.

Perkins V Indicator Descriptions

It is important to understand the Perkins V Core Indicators and how the indicators are calculated. The numerators and denominators are provided in the following tables: 1S1 (4-year graduation rate) and 1S2 (Extended graduation rate).

Indicator Descriptions	Indicat or Codes	Indicator Names	Numerator	Denominator
The percentage of CTE concentrators who graduate high school, as measured by the four-year adjusted cohort graduation rate (defined in section 8101 of the Elementary and Secondary Education Act of 1965).	1S1	Four-Year Graduation Rate	Concentrators who started high school 4 years prior to expected 4-year graduating year and graduated high school in four years	Cohort of concentrators who dropped out, graduated, or left; started high school 4 years prior to expected 4-year graduating year
(At the State’s discretion) The percentage of CTE concentrators who graduate high school, as measured by extended-year adjusted cohort graduation rate defined in such section 8101.	1S2	Extended Graduation Rate	Concentrators who started high school 4 or 5 years prior to expected 5-year graduating year and graduated high school within five years	Cohort of concentrators who dropped out, graduated, or left; started high school either 4 or 5 years prior to expected 5-year graduating year

The following table identifies the core indicators addressing the state academic standards. Under Perkins IV, both 2S1 (Reading/Language Arts) and 2S2 (Mathematics) were included. Perkins V adds 2S3 which includes Science as a core indicator of performance. The numerator and denominator for each indicator is provided.

Indicator Descriptions	Indicator Codes	Indicator Names	Numerator	Denominator
CTE concentrator proficiency in the challenging State academic standards adopted by the State under section 1111(b)(1) of the Elementary and Secondary Education Act of 1965, as measured by the academic assessments in reading/language arts as described in section 1111(b)(2) of such Act.	2S1	Academic Proficiency in Reading/Language Arts	Annual graduates, dropouts, and other leavers who are concentrators and whose best score met or exceeded grade on English 1 and English 2	Annual graduates, dropouts, GEDs, and other leavers who are concentrators and who took (have a scored answer document) both English 1 and English 2
CTE Concentrator proficiency in the challenging State academic standards adopted by the State under section 1111(b)(1) of the Elementary and Secondary Education Act of 1965, as measured by the academic assessments in mathematics as described in section 1111(b)(2) of such Act.	2S2	Academic Proficiency in Mathematics	Annual graduates, dropouts, and other leavers who are concentrators and whose best score met or exceeded grade level on Algebra 1	Annual graduates, dropouts, GEDs, and other leavers who are concentrators and who took (have a scored answer document) Algebra 1
CTE concentrator proficiency in the challenging State academic standards adopted by the State under section 1111(b)(1) of the Elementary and Secondary Education Act of 1965, as measured by the academic assessments in science as described in section 1111(b)(2) of such Act	2S3	Academic Proficiency in Science	Annual graduates, dropouts, GEDs and other leavers who are concentrators and whose best score met or exceeded grade level on biology	Annual graduates, dropouts, GEDs and other leavers who are concentrators and who took (have a scored answer document) Biology

Additional Perkins Indicators include 3S1 (Post-Program Placement) which measures concentrators/completers that left secondary education and entered the military, gained employment, or enrolled in postsecondary education. Under Perkins V, there is only one indicator (Perkins IV had two) for non-traditional. The numerator and denominator for each of these indicators are included in the following table.

Indicator Descriptions	Indicator Codes	Indicator Names	Numerator	Denominator
The percentage of CTE concentrators who, in the second quarter after exiting from secondary education, are in postsecondary education or advanced training, military service or a service program that receives assistance under title I of the National and Community Service Act of 1990 (42 U.S.C. 12511 et seq.), are volunteers as described in section 5(a) of the Peace Corps Act (22 U.S.C.2504(a)), or are employed.	3S1	Post-Program Placement	Annual concentrators who left secondary education and either: intended to enlist in the military, are employed or are enrolled in postsecondary education	Annual concentrators who left secondary education (see definition)
The percentage of CTE concentrators in career and technical education programs and programs of study that lead to non-traditional fields.	4S1	Non-traditional Program Placement	Annual concentrators who left secondary education and took and passed in a non-traditional course following the business rules	Annual concentrators who left secondary education

The final two indicators are program quality indicators. The 5S1 indicator measures attainment of recognized postsecondary credentials which includes industry-based certifications on the A-F list for Texas public school accountability and level 1/level 2 certifications. 5S4 measures program of study completion based on the completion of 3 or more courses for 4 or more credits within a program of study, including a level 3 or level 4 course.

Indicator Descriptions	Indicator Codes	Indicator Names	Numerator	Denominator
The percentage of CTE concentrators graduating from high school having attained a recognized postsecondary credential	5S1	Program Quality — Attained recognized Postsecondary Credential	Annual graduates who were concentrators and obtained an industry-based certification, Level 1 or Level 2 certificates, an Associate Degree, or a Baccalaureate Degree (P-TECHs)	Annual graduates who were concentrators (using annual graduate definition)
The percentage of graduates who were able to reach completer status for an approved state or regional program of study	5S4	Program Quality — CTE Completer	Annual graduates who were completers at time of exit	Annual graduates who were concentrators at time of exit

Data Format

The TEA will provide combined CTE concentrator and completer data along with supporting data charts and graphs for each core indicator. The data will be disaggregated by gender, race/ethnicity, special population, and career clusters. LEAs will receive the numerators and denominators for each student group. The following is an example of the format in which the data will be provided:

Line	Category	Population	Number of Students in the Numerator	Number of Students in the Denominator
1	Grand Total	All Students		
2	Gender	Male		
3	Gender	Female		
4	Major Racial and Ethnic Groups (ESEA)	Group 1:		
5	Major Racial and Ethnic Groups (ESEA)	Group 2:		
6	Major Racial and Ethnic Groups (ESEA)	Group 3:		
7	Major Racial and Ethnic Groups (ESEA)	Group 4:		
8	Major Racial and Ethnic Groups (ESEA)	Group 5:		
9	Major Racial and Ethnic Groups (ESEA)	Group 6:		
10	Major Racial and Ethnic Groups (ESEA)	Group 7:		
11	Special Populations (Section 3(48) of Perkins V and ESEA)	Individuals with Disabilities		
12	Special Populations (Section 3(48) of Perkins V and ESEA)	Individuals from Economically Disadvantaged Families		
13	Special Populations (Section 3(48) of Perkins V and ESEA)	Individuals Preparing for Non-traditional Fields		
14	Special Populations (Section 3(48) of Perkins V and ESEA)	Single Parents		
15	Special Populations (Section 3(48) of Perkins V and ESEA)	Out of Workforce Individuals		
16	Special Populations (Section 3(48) of Perkins V and ESEA)	English Learners		
17	Special Populations (Section 3(48) of Perkins V and ESEA)	Homeless Individuals		
18	Special Populations (Section 3(48) of Perkins V and ESEA)	Youth in Foster Care		
19	Special Populations (Section 3(48) of Perkins V and ESEA)	Youth with Parent in Active Military		
20	Special Populations (Section 3(48) of Perkins V and ESEA)	Migrant Students		
21	Career Cluster	Agriculture, Food & Natural Resources		
22	Career Cluster	Architecture & Construction		
23	Career Cluster	Arts, A/V Technology & Communications		
24	Career Cluster	Business Management & Administration		
25	Career Cluster	Education & Training		
26	Career Cluster	Finance		
27	Career Cluster	Government & Public Administration		
28	Career Cluster	Health Science		
29	Career Cluster	Hospitality & Tourism		
30	Career Cluster	Human Services		
31	Career Cluster	Information Technology		
32	Career Cluster	Law, Public Safety, Corrections & Security		
33	Career Cluster	Manufacturing		

34	Career Cluster	Marketing		
35	Career Cluster	Science, Technology, Engineering & Mathematics		
36	Career Cluster	Transportation, Distribution & Logistics		
37	Career Cluster	Other: Please Identify:		

Part 2: Student Performance — Responses

In this section, LEAs must evaluate CTE Learners' performance on federal accountability measures in the aggregate and disaggregated by race, gender, migrant status, and special population groups, which can be found in Section 3(48) of Perkins V.

Part 2 — Line 1: Identify the Perkins performance accountability indicator targets not being met at the LEA level

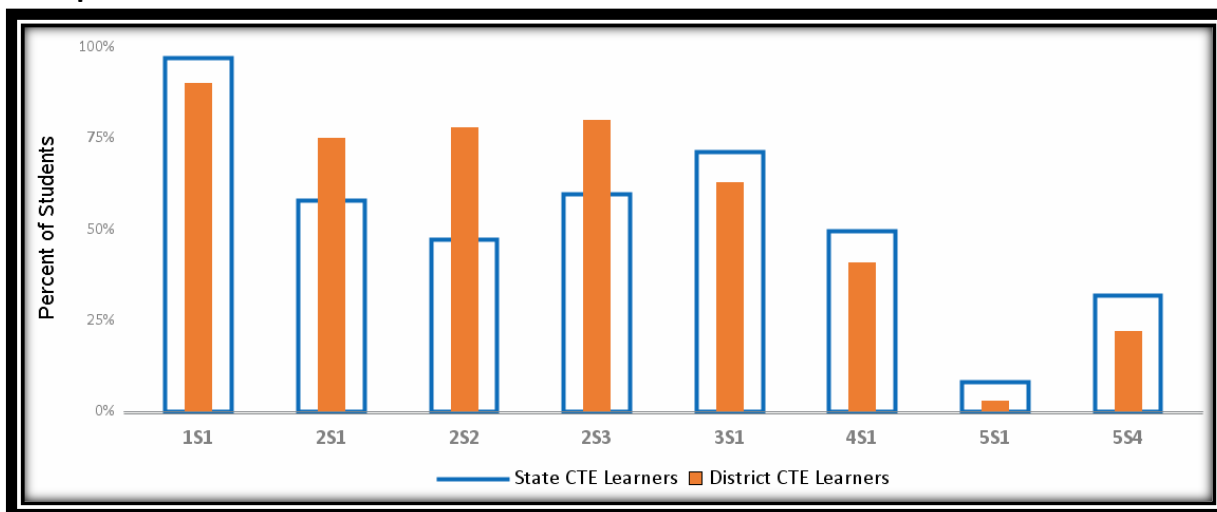
- 1S1: Four-Year Graduation Rate
- 1S2: Extended Graduation Rate
- 2S1: Academic Proficiency in Reading/Language Arts
- 2S2: Academic Proficiency in Mathematics
- 2S3: Academic Proficiency in Science
- 3S1: Postsecondary Placement
- 4S1: Non-traditional Program Enrollment
- 5S1: Attained Recognized Postsecondary Credential
- 5S4: CTE Completer
- All Perkins performance accountability indicator targets have been met at the LEA level

Instructions:

1. Using the data provided, evaluate your students' performance on federal accountability measures in aggregate and disaggregated for the subpopulations defined in Perkins V. Data must be disaggregated by:
 - Gender
 - Race and ethnicity
 - Special populations categories:
 - Individuals with disabilities
 - Individuals from economically disadvantaged families
 - Individuals preparing for non-traditional fields
 - Single parents
 - Out of workforce individuals
 - English learners
 - Homeless individuals
 - Youth in foster care
 - Youth with parent in active military
 - Migrant students

2. Select the performance accountability indicator targets for CTE Learners (concentrators/completers) your LEA is not meeting in the aggregate in comparison to statewide baseline data for each indicator.

Example Data: Part 2 – Line 1



Note: The graph is an example of the data that will be provided by the TEA to each LEA. The data are “mock” data to use as an example. The X-axis represents the Perkins V core indicators of performance. The Y-axis represents the percentage of students identified as CTE Learners at the district level and the state baseline data. Orange represents the LEA’s CTE learners (concentrators and completers) baseline data and blue represents the state baseline data. Using this data, LEAs will be able to identify areas in which their students are meeting and not meeting the state baseline data. The data is also provided by numerator and denominator in the LEA’s TEAL account to allow for a review of the LEA’s aggregated data by student groups.

Part 2 — Line 2: Review of 2020-2021 LEA baseline data and state baseline data in TEAL.

- 2020-2021 LEA baseline data and state baseline data have been reviewed in TEAL and LEA will include strategies for improvement in the local application that address areas of low performance.

Instructions:

Select the checkbox to confirm you have reviewed the LEA baseline data/state baseline data and will include strategies for improvement in the local application for areas of low performance.

Part 2 — Line 3: Compare the performance of CTE Learners with non-CTE Learners on accountability indicators. Include possible explanations for any differences.

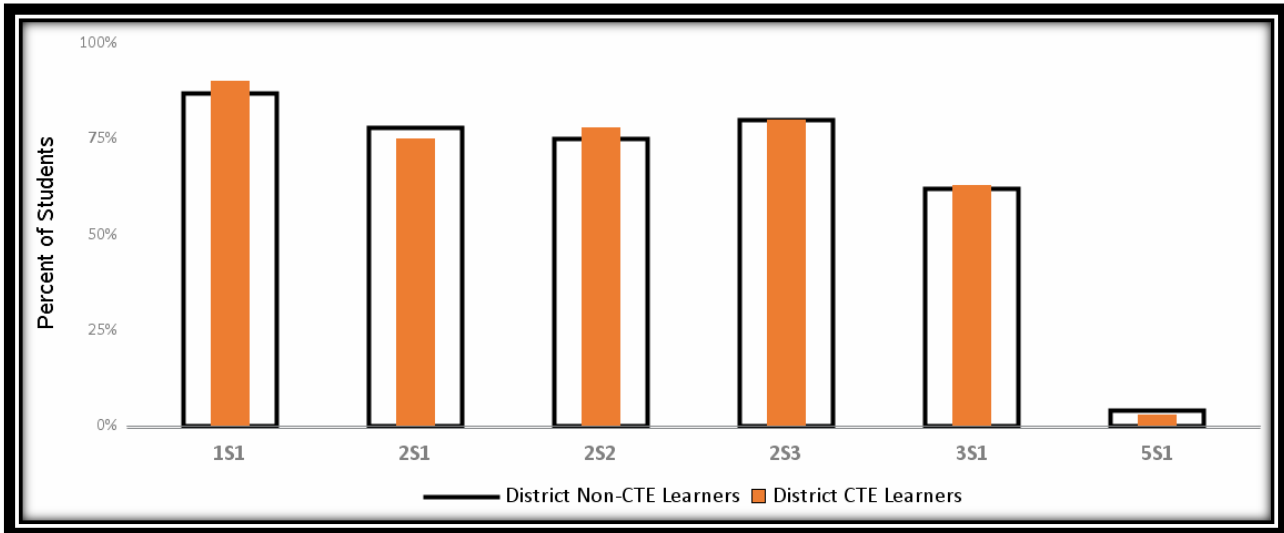
Instructions:

CTE learners are both CTE concentrators and CTE completers. All other students fall into the non-CTE learner category.

1. Using the data provided, evaluate your students’ performance in the aggregate on federal accountability measures listed below comparing CTE learners to non-CTE learners.
 - a. Four-year Graduation Rate (1S1)
 - b. Academic Proficiency in Reading and Language Arts (2S1)
 - c. Academic Proficiency in Mathematics (2S2)
 - d. Academic Proficiency in Science (2S3)

- e. Postsecondary Placement (3S1)
- f. Non-traditional Program Enrollment (4S1)
- g. Attained Recognized Postsecondary Credential (5S1)
- h. CTE Completer (5S4)

Example Data: Part 2 – Line 3



Note: The graph is an example of the data that will be provided by the TEA to each LEA. The data used is “mock” data for this example. The X-axis represents the Perkins V core indicators of performance. The Y-axis represents the percentage of students identified as district CTE Learners and non-CTE Learners. The orange represents the LEA’s CTE Learners and black represents the LEA’s non-CTE Learners. Using this data, LEAs will be able to identify areas in which CTE Learners outperform or underperform in comparison to non-CTE Learners. The data is also provided by numerator and denominator in the LEA’s TEAL account to allow for a review of the disaggregated data by student groups.

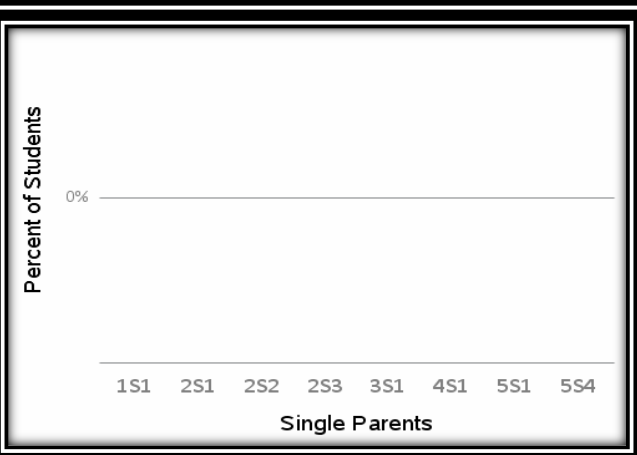
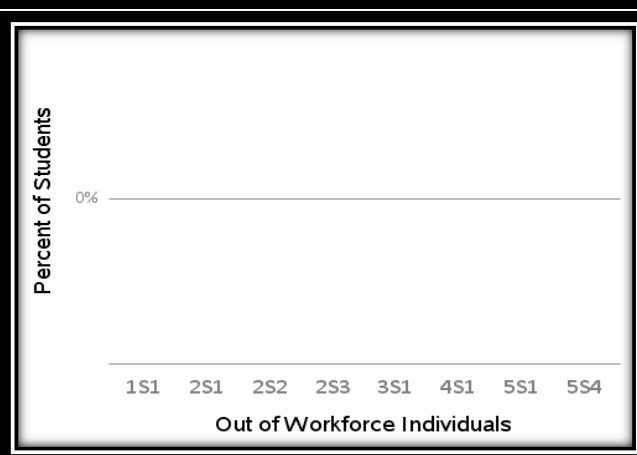
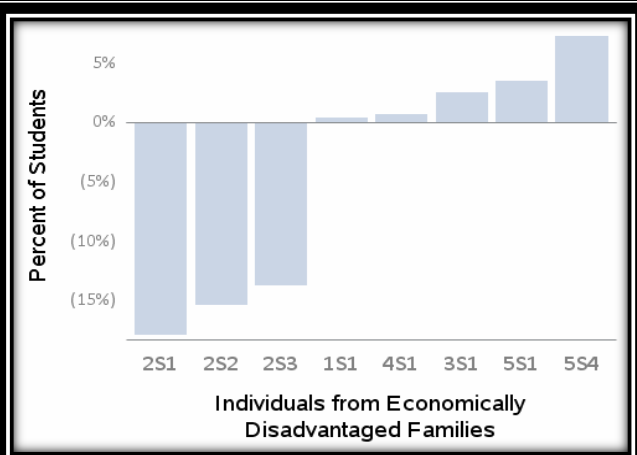
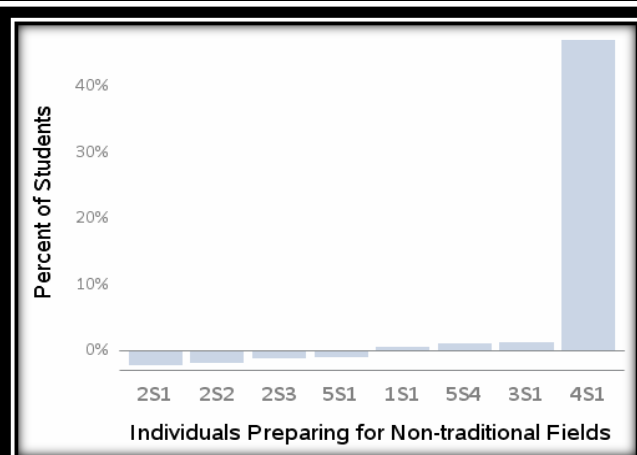
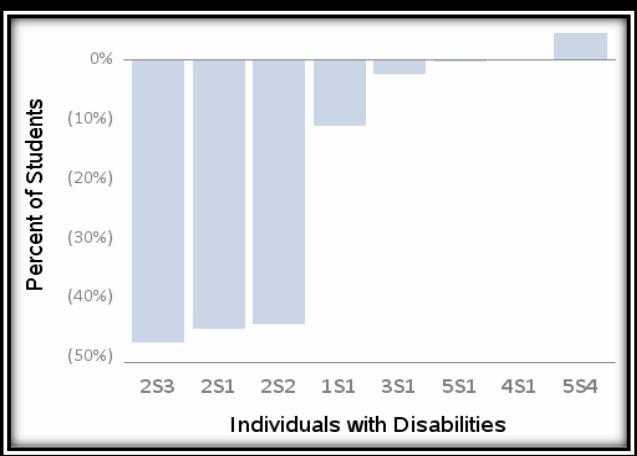
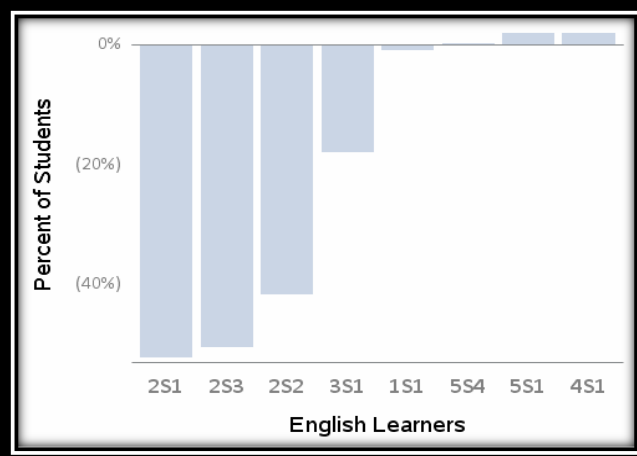
Part 2 — Line 4: Compare the performance of each special population in the CTE program with the performance of all CTE Learners at the LEA level.

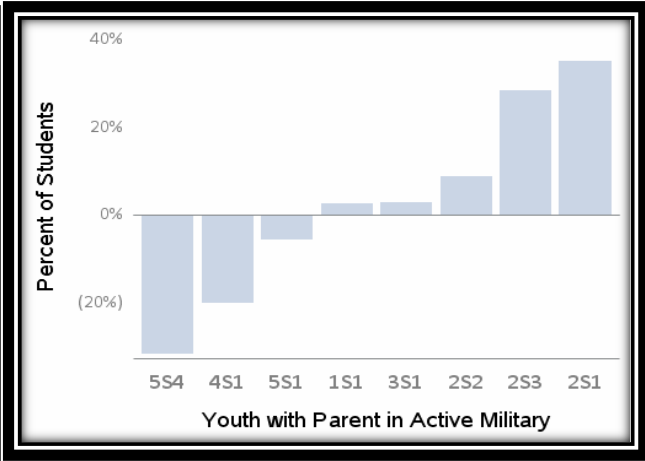
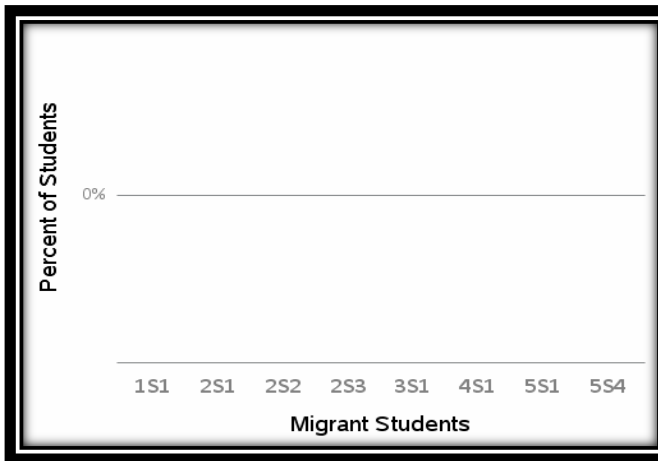
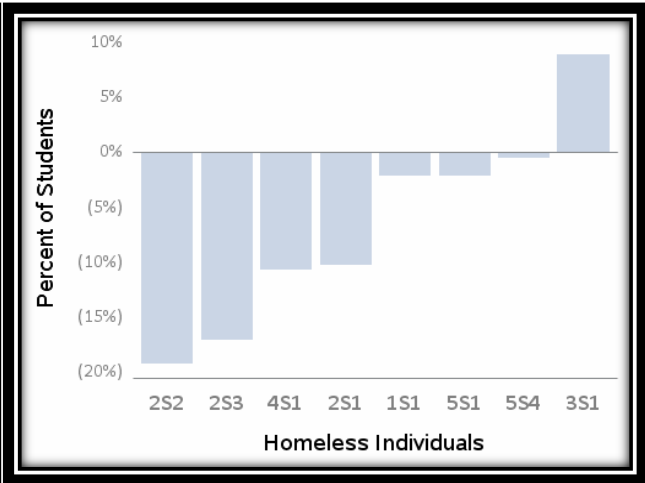
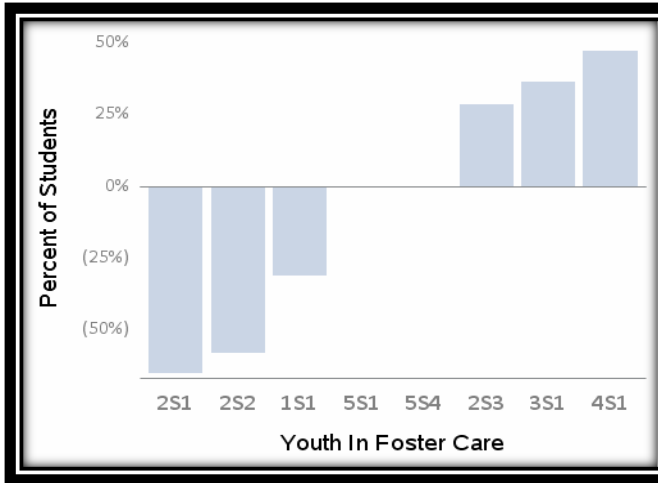
Instructions:

Using the data provided, evaluate your students’ performance at the LEA level disaggregated by each special population category on the federal accountability measures compared to students not in a special population category.

- a. Four-year Graduation Rate (1S1)
- b. Academic Proficiency in Reading and Language Arts (2S1)
- c. Academic Proficiency in Mathematics (2S2)
- d. Academic Proficiency in Science (2S3)
- e. Postsecondary Placement (3S1)
- f. Non-traditional Program Enrollment (4S1)
- g. Attained Recognized Postsecondary Credential (5S1)
- h. CTE Completer (5S4)

Example Data: Part 2 – Line 4





Note: The baseline is the performance of all district CTE Learners (i.e., '0') respective to each performance indicator. Bars below zero represent performance below the overall district CTE Learners' performance. Bars above zero represent performance above the overall district CTE Learners' performance. Each individual graph provides data on a special population. The X-axis represents the Perkins V Indicator. The Y-axis represents the percentage of students in each subpopulation. The data is also provided by numerator and denominator in the LEA's TEAL account to allow for a review of the disaggregated data by student groups.

Part 2 — Line 5: Describe how CTE Learners from different genders, races, and ethnicities are performing in the CTE programs at the LEA level.

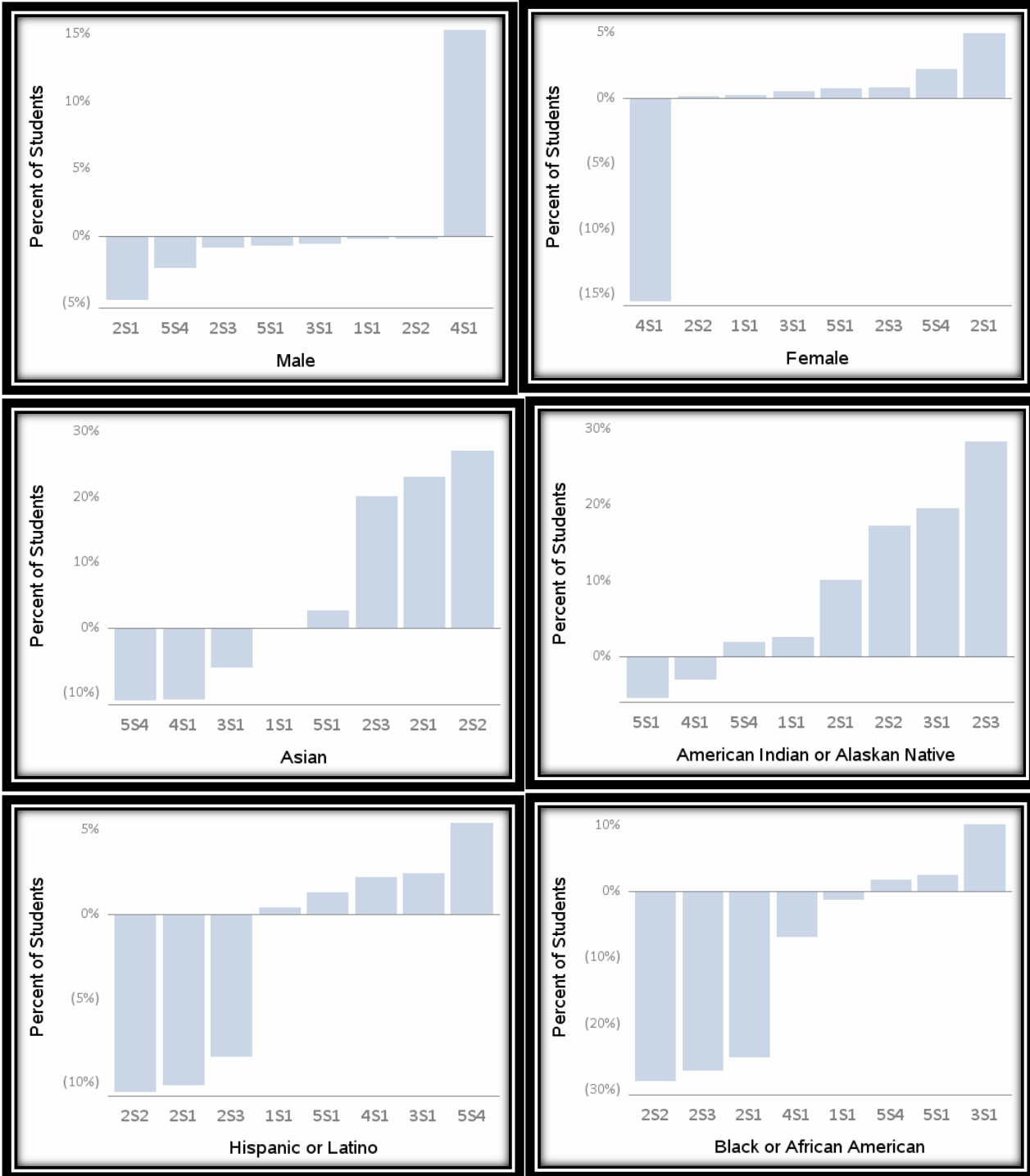
Instructions:

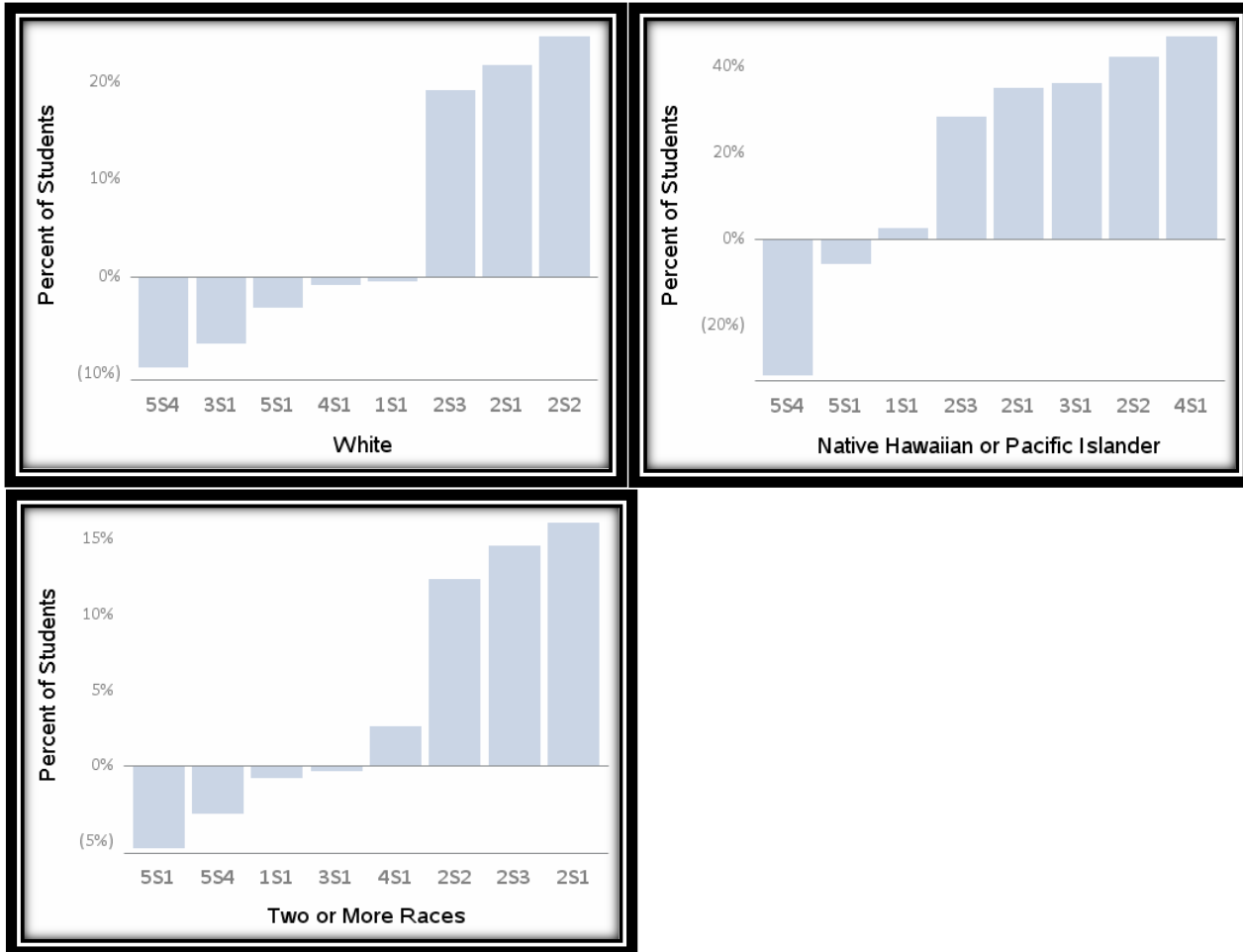
Using the data provided in Texas Education Agency Login (TEAL), evaluate your students' performance at the LEA level disaggregated by gender, race, and ethnicity on the federal accountability measures.

- a. Four-year Graduation Rate (1S1)
- b. Academic Proficiency in Reading and Language Arts (2S1)
- c. Academic Proficiency in Mathematics (2S2)
- d. Academic Proficiency in Science (2S3)
- e. Postsecondary Placement (3S1)
- f. Non-traditional Program Enrollment (4S1)

- g. Attained Recognized Postsecondary Credential (5S1)
- h. CTE Completer (5S4)

Example Data: Part 2- Line 5





Note: The baseline is all district CTE Learners (i.e., '0') respective to each performance indicator. Bars below zero represent performance lower than the overall district CTE Learners' performance. Bars above zero represent performance above the overall district CTE Learners' performance. Each individual graph provides data on a subpopulation. The X-axis represents the Perkins V indicators. The Y-axis represents the percentage of students in each subpopulation. The data is also provided by numerator and denominator in the LEA's TEAL account to allow for a review of the disaggregated data by student groups.

Part 3: Labor Market Alignment

LEAs are required to consider the alignment between programs offered and the labor market needs of the local area, state and/or region. As the data are analyzed, focus on comparing the number of students graduating in each CTE program area to the number of projected job openings in relevant occupations. Be sure to look into the future, keeping in mind that the CLNA will be the foundation of planning for activities through the local application. Also, remember that the occupations for which programs are preparing students may be found across multiple industries. In addition to labor market information (LMI), feedback from your local industry representatives is beneficial. Local employer input can help to identify trends that may not be evident in reported data, particularly in emerging career areas, and to describe skill needs across industries. LEAs can gather employer input through informal discussions, surveys and/or focus groups to learn whether students who have completed your programs are succeeding in the workforce.

In this section, the federal law requires LEAs to evaluate the alignment between programs offered and the labor market needs of the local area, state and/or region—now and in the future.

Part 3 - Line 1. List the top career cluster with occupations that meet the state and/or regional definition of “in-demand” and “high-wage”.

Instructions:

- Using the data provided, identify the top career clusters with occupations in the state and/or region that meet both in-demand and high-wage definitions.

Example Data: Part 3 Line 1 – Regional LMI

State Career Cluster	SOC	Occupational Title	Program of Study	Growth Rate	Median Annual Wage 2018	Growth Wage Category	Educational Requirement
West Centra	00-0000	Total, All Occupations	Waiting on XList	10%	\$33,569	—	—
Business, Marketing & Finance	13-1161	Market Research Analysts & Marketing Specialists	Waiting on XList	28%	\$45,493	High/High	Bachelor's Degree
Manufacturing	49-9081	Wind Turbine Service Technicians	Waiting on XList	65%	\$52,945	High/High	Associate's Degree
Manufacturing	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Waiting on XList	16%	\$55,271	High/High	Recognized Industry Credential
Manufacturing	43-5061	Production, Planning and Expediting Clerks	Waiting on XList	14%	\$41,735	High/High	Some College, No Degree
Manufacturing	49-9041	Industrial Machinery Mechanics	Waiting on XList	12%	\$50,848	High/High	Recognized Industry Credential
Manufacturing	51-9032	Cutting and Slicing Machine Setters, Operators and Tenders	Waiting on XList	11%	\$40,526	High/High	High school diploma or equivalent
Manufacturing	51-9122	Painters, Transportation Equipment	Waiting on XList	10%	\$33,968	High/High	High school diploma or equivalent
Manufacturing	49-9099	Installation, Maintenance & Repair Workers, Other	Waiting on XList	10%	\$42,190	High/High	High school diploma or equivalent
Manufacturing	51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	Waiting on XList	10%	\$43,226	High/High	Recognized Industry Credential
Business, Marketing & Finance	27-3031	Public Relations Specialists	Waiting on XList	17%	\$45,780	High/High	Bachelor's Degree

State Career Cluster	SOC	Occupational Title	Program of Study	Growth Rate	Median Annual Wage 2018	Growth Wage Category	Educational Requirement
Hospitality & Tourism	13-1131	Fundraisers	Waiting on XList	24%	\$59,247	High/High	Bachelor's Degree

In this example the top occupations that met the regional criteria for in-demand and high-wage were selected and sorted by growth. Growth by percentage and median annual salary are highlighted in green. The occupations are aligned to the state's 14 career clusters. The top three career clusters are:

1. Business, Marketing, & Finance
2. Manufacturing
3. Hospitality & Tourism

The LEA should compare the top career clusters identified to the programs of study and career clusters offered in its CTE program. The data will be provided on the TEA CTE webpage:

https://tea.texas.gov/Academics/College_Career_and_Military_Prep/Career_and_Technical_Education/Career_and_Technical_Education

Example Data: Part 3 Line 1 – Statewide LMI

State Career Cluster	Program of Study	SOC	Occupational Title	Growth Rate	Median Annual Wage 2018	Growth Wage Category
Health Science	Healthcare Therapeutic	29-1071	Physician Assistants	45%	\$110,081	High/High
Health Science	Nursing Science	29-1171	Nurse Practitioners	44%	\$108,658	High/High
Health Science	—	29-9092	Genetic Counselors	40%	\$95,023	High/High
Health Science	Medical Therapy	31-2021	Physical Therapist Assistants	37%	\$69,923	High/High
Health Science	Healthcare Therapeutic, Medical	31-2011	Occupational Therapy Assistants	36%	\$72,929	High/High
Health Science	Medical Therapy	29-1126	Respiratory Therapists	35%	\$58,931	High/High
Health Science	Healthcare Diagnostics	29-2032	Diagnostic Medical Sonographers	35%	\$71,552	High/High
Health Science	Medical Therapy	29-1123	Physical Therapists	31%	\$91,064	High/High
Health Science	Medical Therapy	29-1122	Occupational Therapists	30%	\$87,781	High/High

State Career Cluster	Program of Study	SOC	Occupational Title	Growth Rate	Median Annual Wage 2018	Growth Wage Category
Health Science	Health Informatics	11-9111	Medical and Health Services Managers	30%	\$95,583	High/High
Health Science	Medical Therapy	29-1127	Speech-Language Pathologists	27%	\$71,939	High/High
Health Science	Healthcare Therapeutic	29-1181	Audiologists	27%	\$75,027	High/High

In this example the occupations that met the statewide criteria for in-demand and high wage were selected. Growth by percentage and median annual salary are highlighted in green. The occupations are aligned to the state’s 14 career clusters. In this instance the data indicate there is one instead of three top career clusters which is the Health Science Career Cluster.

The LEA compares the top career cluster identified to the programs of study and career clusters offered in the CTE program. The data will be provided on the TEA CTE webpage:

https://tea.texas.gov/Academics/College_Career_and_Military_Prep/Career_and_Technical_Education/Career_and_Technical_Education

Part 3 – Line 2: Describe the alignment between the CTE Learners and the occupations identified in part 3 line 1. Second, identify any gaps between high-wage /in-demand occupations and CTE program offerings.

Instructions:

- Using the data provided, compare the number CTE Learners (CTE concentrators and completers) in a career cluster aligned to occupations identified in part 3 line 1.

Example Data: Part 3 – Line 2

District Rank	State Career Cluster	CTE Learners
1	Health Science	652
2	Information Technology	584
3	Education and Training	485
4	Law and Public Services	317
5	Manufacturing	243
6	Human Services	155
7	Hospitality and Tourism	140
8	Energy	111
9	Business, Marketing and Finance	105

District Rank	State Career Cluster	CTE Learners
10	Arts, A/V Technology & Communications	56
11	Architecture & Construction	55
12	Agriculture, Food & Natural Resources	19
13	Science, Technology, Engineering & Mathematics	14

Note: Only career clusters with district CTE learners are represented. Compare top career clusters identified in 3.1 of the CLNA to the district's top career clusters.

Part 4: Programs of Study/Size, Scope, and Quality

LEAs are required to assess whether their CTE programs:

- Offer a sufficient number of courses and programs to meet the needs of every student population
- Are broad as well as vertically aligned and linked to the next level of education
- Provide quality programming to develop student knowledge and skills and prepare them for success

Career & Technical Education (CTE) programs of study must meet the criteria of sufficient size, scope, and quality to be effective and seek funding under the Perkins V Act. Size is defined as providing sufficient opportunity for youth and adult learners to matriculate through concentrator and completer status at the secondary and postsecondary levels. This means that LEAs must offer a specific number of programs of study based upon high school total enrollment numbers. The table below demonstrates the minimum number of programs of study required:

LEA High School Enrollment	Number of Programs of Study Offered
Less than 500 students	1 program of study
501-1,000 students	2 programs of study
1,001-2,000 students	3 programs of study
2,001-5,000 students	4 programs of study
5,001-10,000 students	5 programs of study
10,001 + students	6 programs of study

LEAs should also provide the opportunity for students to complete a program of study within four years. Completion is defined as three or more courses for four or more credits. Scope is defined as including rigorous academic and technical standards, employability skills, and by providing students with opportunities to earn industry-recognized credentials, participate in work-based learning experiences, and connect secondary to postsecondary coursework. Quality is defined as providing sufficient opportunity to meet or exceed performance targets under the Perkins Act, provide support for special populations enrolled in the CTE program of study, and procedures to continuously improve all aspects of programs under the Perkins V Act.

Focus efforts for this section of the needs assessment on how well your programs meet these state-defined terms. For instance, when evaluating size, consider the number of programs and courses offered, as well as the number of students served by CTE programs in relation to the total student population that could be served. Examine longitudinal data, both in the aggregate and disaggregated by Perkins-defined special populations and subgroups and look forward to examining student enrollment projections over the next few years.

To evaluate scope, consider how your programs align and articulate offerings across learner levels, including curriculum, instruction, faculty and staff, facilities and equipment, and career development activities. Examine policies for, participation in and outcomes of credit transfer agreements and dual/concurrent enrollment programs.

Explore whether your program is delivering the full breadth of knowledge and skills within each subject area, or if there are gaps in the curriculum and opportunities provided. To assess this breadth, compare your curricular offerings to state standards and state-developed programs of study within each CTE subject area. Also consider if extended learning experiences, such as work-based learning, CTSOs and articulated credit, are available across all programs of study, or only in some.

In this section, the law requires LEAs to evaluate whether their programs meet the core elements required for a state-approved program of study as well as meet the state's definition of size, scope and quality.

Part 4 – Line 1: Based on the LEA's high school enrollment, describe how the number of programs of study offered align with the number of students who could potentially be served.

Instructions:

1. Using the data provided, determine the total number of CTE Learners (CTE concentrators and completers) in each career cluster and compare to the percentage of the total student population.
2. Compare to the minimum required programs of study by high school enrollment.

Part 4 — Line 2: Describe the involvement of secondary partners, postsecondary partners and employer/industry partners in the development, implementation, and phasing out/closure of CTE programs of study.

Instructions:

Provide a narrative on the policy and procedure your local agency uses to:

1. Develop new programs of study
2. Implement new programs of study
3. Retire or phase out programs of study

Part 4 — Line 3: Identify any gap areas between opportunities for students to participate in work-based learning and complete advanced academic courses compared to your enrollment.

Instructions:

Using LEA data, identify the level of participation of CTE Learners in each category:

1. Students participating in work-based learning opportunities
2. Students enrolled in or who completed an advanced academics course

Definitions:

Work-Based Learning is a continuum of intentional activities and experiences designed to expand the boundaries of the classroom and prepare students for future career opportunities. Activities and experiences begin as early as pre-kindergarten and continue through postsecondary education. Advanced Academics includes courses, programs, assessments, services and supports that provide opportunities for students to demonstrate college and career readiness and earn postsecondary credit.

Part 5: Recruitment, Retention, and Training of CTE Educators

Ground the evaluation in this section in state and/or local policies and relevant terms defined in Perkins V, particularly the definition of “professional development,” which emphasizes sustainability, relevance, and quality of these experiences.

When assessing the state of the LEA’s staff, take a comprehensive view of what is known about educators, administrators, staff and guidance and career advisement professionals across programs. Evaluate what educators bring to the table:

- Preparation and credentialing
- Look for gaps in expertise within and across programs.
- Consider how you recruit educators and staff and prepare them for their responsibilities, particularly new educators coming from an industry background.

Compare current staff capacity to future plans. If the LEA intends to develop new programs of study or expand career development services in the next four years, look at the current staff and make projections about where there is a need to increase skills or hire new staff.

It is vital to evaluate the ways in which the LEAs are supporting faculty and staff through wages, benefits, professional development, and recruitment and retention activities. Develop surveys or conduct focus groups to seek feedback on faculty and staff needs and preferences. Consider methods for recruiting and retaining educators and staff from populations traditionally underrepresented in the profession. Analyze the demographics of teachers and staff in comparison to the makeup of your student body and consider to what extent students are learning from educators who reflect themselves and their communities.

In this section, the law requires LEAs to assess and develop plans to improve the quality of their faculty and staff through recruitment, retention and professional development, with particular attention paid to diversity in the profession.

Part 5 – Line 1: Describe professional development opportunities for faculty, staff, counselors, and administrators. Include examples of the effectiveness of these experiences at improving student outcomes.

Instructions:

1. Provide a narrative on the professional development provided by your LEA. Delineate by:
 - i. Intended audience (Teacher, Counselor, Administrator, or CTE staff only)
 - ii. Number of trainings offered per school year
 - iii. Type of training offered
2. Provide a narrative on the direct relationship between the training offered and improvements in student outcomes.

Part 5 – Line 2: Identify the processes that are in place to induct and retain faculty and staff. Evaluate these processes for effectiveness with an emphasis on individuals coming from industry.

Instructions:

1. Provide a narrative on the policy and procedures your LEA uses to induct and retain CTE staff members.
2. Using LEA data, evaluate your LEA's retention rate of CTE teachers that enter the profession from industry.

Part 5 – Line 3: Evaluate faculty in CTE programs for appropriate credentials with related workplace experience in the program area.

Instructions:

1. Using LEA data, determine the percentage of CTE teachers who meet state teacher certification requirements.
2. Address any needs associated with teacher demographics.
3. Identify needs related to teacher workplace experience based on the program area.

Part 6: Improving Equity and Access

LEAs are required to evaluate progress in providing all students equal access to CTE programs, particularly CTE programs that lead to strong positive outcomes for students, and in providing CTE in a manner that maximizes success for special populations.

This component can be broken down into three subsections: access, performance, and program delivery. First, look at participation data for students from special populations, and consider how you promote programs, recruit students and provide career guidance. Strategies for inclusion include

promotional materials that depict students from special populations; active recruitment of students from special populations; and career guidance that helps students from special populations choose a pathway that fits their goals and strengths.

Next, consider student performance data for special populations by bringing in the data disaggregation and root causes and strategies analysis you conducted for the Student Performance section of the needs assessment. In consultation with stakeholders, develop plans to implement the strategies identified through the root causes and strategies analysis and measures to evaluate your progress on those strategies.

Finally, consider your program delivery through an equity lens. Look at the accommodations, modifications and supportive services you offer, and examine your curriculum, instruction, materials and assessments for cultural inclusion content. In addition, identify barriers to participation in work-based learning, CTSOs and articulated credit opportunities and your strategies for addressing those barriers. Deepen this analysis by conducting focus groups, surveys or interviews with students from special populations, their parents (if appropriate) and community-based organizations that work with special population groups. These outreach activities can help you learn more about needs and preferences, and perceptions of how well programs are helping to reach performance goals.

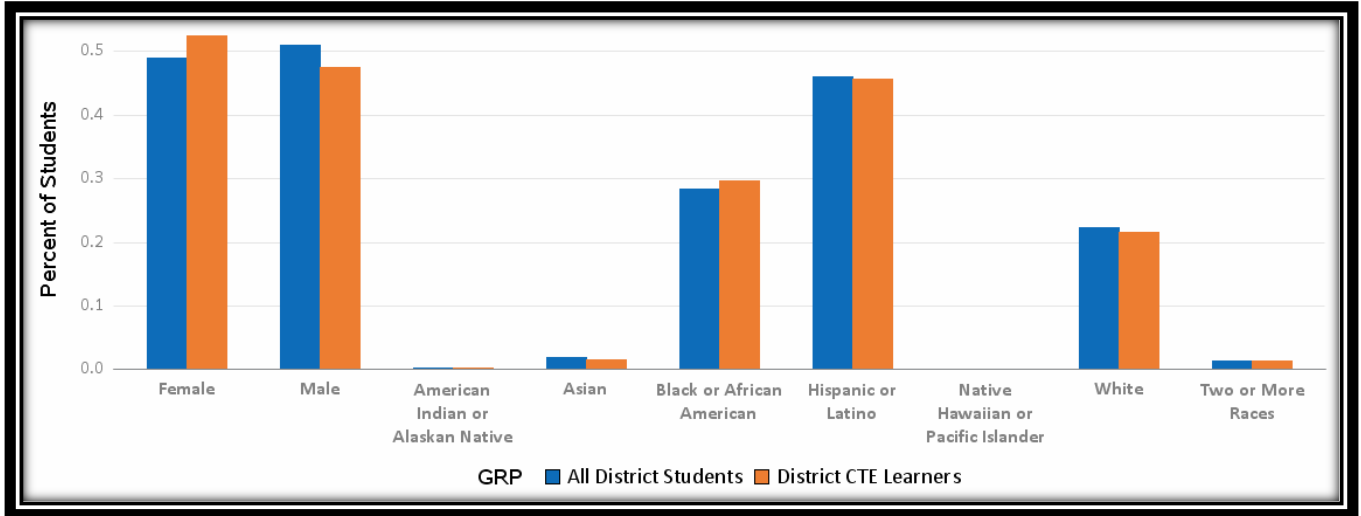
In this section, the law requires LEAs to evaluate progress in providing equal access to CTE programs, particularly CTE programs that lead to strong positive outcomes for learners, and in providing CTE in ways that maximize success for special populations, especially in programs leading to high-skill, high-wage or in-demand industry sectors or occupations.

Part 6 - Line 1: Evaluate student groups taking part in CTE at disproportionate levels, in comparison to the overall student population. Identify which groups are over and underrepresented.

Instructions:

1. Using the data provided, determine the CTE Learners (CTE concentrators and completers) rate of each population sub-group and compare to the overall student population.
2. Determine which CTE concentrator sub-group population are over and/or underrepresented.

Example Data: Part 6- Line 1



Note: The graph is an example of the data LEAs will use to compare CTE Learners in each population sub-group to all CTE students. The X-axis represents student sub-groups. The Y-axis represents the percentage of students in the sub-group. If the orange bar is higher than the blue bar, then a sub-group is overrepresented. If the orange bar is lower than the blue bar, then the sub-group is underrepresented. If groups are over or underrepresented, the LEA should look further and determine if its practices and policies are equitable.

Part 6 — Line 2: Identify any barriers that prevent certain populations of CTE learners from accessing your programs, such as prerequisites/admission requirements, transportation, and scheduling. Identify the student groups most affected by these barriers.

Instructions:

1. Provide a narrative on the barriers in your local agency to CTE programs.
2. Provide a narrative on the identified barriers and the student populations affected by sub-group.

Part 6 - Line 3: Describe how and when do you recruit students into your CTE programs. List the methods of reaching all students, including students from groups identified as special populations.

Instructions:

1. Provide a narrative on the policy and procedures used to recruit all students including special populations into your local agency’s CTE programs.

Part 7: Summary

Eligible recipients are required to summarize sections of the CLNA. A helpful tool in this process is to examine the program through the lens of the four components of a quality CTE program. The components address the decisions that you make when delivering CTE programs, including:

- Which programs to offer
- How you pursue alignment across learner levels and between academic, technical and employability skill standards

- Your curriculum and instructional strategies
- What opportunities for work-based learning, career and technical student organization (CTSO) participation, and articulated credit
- How you support faculty and staff
- How you ensure access and equity for all CTE students.

LEAs will merge these separate analyses into one set of findings and engage stakeholders in setting a future vision for addressing these needs, including deciding which programs and activities to prioritize for funding in the Perkins V local application.

Translating the CLNA into action is an invaluable opportunity to focus on program improvement and to implement plans that will have a long-term impact on access to high-quality CTE for all students. This is the LEAs opportunity to help strengthen and improve the entire education system through the benefits of CTE.

LEAs will merge the analyses outlined above into one set of findings and engage stakeholders in setting an action plan for addressing these needs, including deciding which programs and activities to prioritize for funding in their Perkins V local application.

Part 7 — Line 1: Describe the LEA's overall mission and vision for CTE programming.

Instructions:

Provide a narrative on the overall mission and vision of your LEA's CTE program.

Part 7 — Line 2: List the top (three-five) CTE priorities over the next four-years.

Instructions:

Using the data provided and the prior sections of the CLNA, provide a narrative on your local agency's top five priorities. Note: Priorities as established with input from stakeholders in accordance with Perkins V requirements.

Part 7 - Line 3: List the top three most aligned CTE programs of study based on regional labor market information and the plan for continuing support or expansion of these programs. List the three least aligned CTE programs of study and the plan for transforming or retiring these programs of study.

Instructions:

1. Using the data provided, identify the top three most aligned programs of study using regional labor market data.
2. Using the data provided, identify the top three least aligned programs of study using regional labor market data.
3. Provide a narrative on the policy and procedures your local agency will develop to:
 - a. *Support or expand stronger programs of study*
 - b. *Retiring less successful programs of study*

Part 7 - Line 4: List the LEA's lowest performance indicators and describe strategies to improve student performance.

Instructions:

1. ***Using the data provided, identify your local agency's lowest performance indicator.***
2. ***Provide a narrative on the strategies to address the needs identified while completing the CLNA.***