MASSACHUSETTS
PERKINS IV
ACCOUNTABILITY WORKBOOK
- POSTSECONDARY -
2014-2015
Updated: October 8, 2014
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10-8-14
Section 1 - Introduction

The Carl D. Perkins Career and Technical Education Improvement Act of 2006 P.L. 109-270 (Perkins IV) contains core indicators on the postsecondary level for institutions that have Perkins IV Local Plans. In Massachusetts, the institutions are the 17 public two-year colleges and the Perkins Postsecondary Consortium. The core indicators are:

- Technical Skill Attainment 1P
- Degree, Certificate Credential 2P1
- Student Retention (Still Enrolled) or Transfer 3P1
- Student Placement 4P1
- Nontraditional by Gender Participation 5P1
- Nontraditional by Gender Completion 5P2

The Massachusetts Perkins IV Accountability Workbook - Postsecondary - 2014-2015 is the seventh Perkins IV Accountability Workbook - Postsecondary issued by the Massachusetts Department of Elementary and Secondary Education (ESE). The first was the Massachusetts Perkins IV Accountability Workbook - Postsecondary - 2008-2009; the second was Massachusetts Perkins IV Accountability Workbook - Postsecondary - 2009-2010; the third was the Massachusetts Perkins IV Accountability Workbook-Postsecondary – 2010-2011; the fourth was the Massachusetts Perkins IV Accountability Workbook-Postsecondary – 2011-2012; the fifth was the Massachusetts Perkins IV Accountability Workbook-Postsecondary – 2012-2013; the sixth was the Massachusetts Perkins IV Accountability Workbook-Postsecondary – 2013-2014.

The Massachusetts Perkins IV Accountability Workbook - Postsecondary - 2014-2015:
- facilitates understanding the Local Actual Performance Levels for each core indicator;
- facilitates negotiating Local Adjusted Performance Levels with ESE;
- facilitates the development of Local Perkins Improvement Plans for core indicators; and
- facilitates the development of the Annual Perkins Report.

Section 2 - Definitions

The definitions below are directly related to this Workbook. Definitions are also embedded in this Workbook. Additional definitions pertaining to Perkins IV are provided in the Act itself, and in the Massachusetts Perkins IV Manual, both of which are available through links posted at http://www.doe.mass.edu/cte/perkins/.

Core Indicator Data Report
Refer to Section 3 of this Workbook titled “Understanding the Local Actual Performance Level for Each Core Indicator.”

Core Indicator Measurement Definitions and Approaches
Measurement definitions and approaches for each core indicator are given in Appendix B of this Workbook titled “Core Indicator Measurement Definitions and Approaches Chart.”
Industry-Recognized Credential is a credential issued by an industry-recognized organization that indicates a level of occupational competency.

Liaison - The staff person in ESE’s Office for Career/Vocational Technical Education that works with public two-year colleges and the Perkins Postsecondary Consortium regarding Perkins IV.

Local Actual Performance Level
This term is used to denote the actual performance level attained by a college/Perkins Postsecondary Consortium on a core indicator.

Local Adjusted Performance Level
This term is used to denote the performance level on a core indicator that the college/Perkins Postsecondary Consortium, during the negotiation process, agreed to reach.

Local Perkins Improvement Plan
Refer to Section 5 of this Workbook titled “Local Perkins Improvement Plans.”

Perkins Performance Years
Perkins Performance Year 1 is 2007-2008
Perkins Performance Year 2 is 2008-2009
Perkins Performance Year 3 is 2009-2010
Perkins Performance Year 4 is 2010-2011
Perkins Performance Year 5 is 2011-2012
Perkins Performance Year 6 is 2012-2013
Perkins Performance Year 7 is 2013-2014
Perkins Performance Year 8 is 2014-2015

Perkins Postsecondary Consortium is the consortium of school districts with postsecondary career/vocational technical education programs that submit one joint Perkins Local Plan.

Postsecondary Career and Technical Education Program Concentrator is a career and technical education program participant (see definition) who has earned 12 or more college credits.

Postsecondary Career and Technical Education Program Participant is a student who has been formally admitted to a specific career and technical education program and is enrolled in at least one for-credit course for the fall semester. Note that some postsecondary career and technical education program participants may also be postsecondary career and technical education program concentrators.

State Actual Performance Level
This term is used to denote the actual performance level attained by the State on a core indicator.

State Adjusted Performance Level
This term is used to denote the performance level on a core indicator that the State must reach.

**State License/Certification** is a license or certification issued to an individual by a state agency (other than a State College) or an agency/organization on behalf of a state agency.

**State Perkins Improvement Plan**

If Massachusetts fails to meet at least 90 percent of the State Adjusted Performance Level for a core indicator, ESE will be required to develop and implement a State Perkins Improvement Plan for the core indicator that did not meet the State Adjusted Performance Level. The State Perkins Improvement Plan shall be developed in consultation with the appropriate agencies, individuals, and organizations. The State Perkins Improvement Plan shall give special consideration to performance gaps for students disaggregated by race, ethnicity, gender, disability status, migrant status, English proficiency, and economically disadvantaged status.

**Section 3 - Understanding the Local Actual Performance Level for Each Core Indicator**

ESE determines the Local Actual Performance Level for each core indicator by applying the measurement definitions and approaches given in the Core Indicator Measurement Definitions and Approaches Chart in Appendix B. ESE also applies the data submitted by colleges/Perkins Postsecondary Consortium in the applicable Massachusetts Perkins IV Public Two-Year College/Postsecondary Consortium Career and Technical Education Data Report.

In October 2014, each college/Perkins Postsecondary Consortium that submitted its Massachusetts Perkins IV Public Two-Year College/Postsecondary Consortium Career and Technical Education Data Report 2013 that was due by May 31, 2014 will receive a Core Indicator Data Report (in Excel) for Perkins Performance Year 7 (2013-2014) by email from its liaison in the ESE Office for Career/Vocational Technical Education.

The definitions for numerator and denominator in the Core Indicator Data Report are contained in the Core Indicator Measurement Definitions and Approaches Chart in Appendix B. The definitions for Adjusted Performance Level and Actual Performance Level are given in Section 2 (Definitions) of this Workbook. Note that in the Core Indicator Data Report, the Adjusted Performance Level will be the performance level that the college/Perkins Postsecondary Consortium, during the negotiation process (most recently conducted in 2013), agreed to reach. The Actual Performance Level is the Local Actual Performance Level.

**Section 4 - Negotiating the Local Adjusted Performance Level for Each Core Indicator**

**Date Due: October 31, 2014**

The Perkins Act (Section 113) requires that the college/Perkins Postsecondary Consortium accept the State Adjusted Performance Level for core indicators as Local Adjusted Performance Levels or negotiate Local Adjusted Performance Levels with ESE.

Note that each college/Perkins Postsecondary Consortium is required to complete the process for year 8. Throughout the process, the college/Perkins Postsecondary Consortium may consult with its liaison in ESE as needed.

**Step 1** - The college/Perkins Postsecondary Consortium shall review the Core Indicator Data report that it receives by email from its liaison.

**Step 2** - The college/Perkins Postsecondary Consortium shall review the State Adjusted Levels of Performance for Perkins Performance Year 8 (2014-2015) given in the Local Adjusted Performance Level Negotiation Chart for Year 8 (Appendix C of this Workbook).

**Step 3** - Using the Local Adjusted Performance Level Negotiation Chart for Year 8 (Appendix C), the college/Perkins Postsecondary Consortium shall indicate* adoption by the college/Perkins Postsecondary Consortium of the State Adjusted Performance Level as the Local Adjusted Performance Level for the core indicator for Perkins Performance Year 8 (2014-2015). If the college/Perkins Postsecondary Consortium agrees to use the State Adjusted Performance Level for a core indicator, negotiation for that core indicator Local Adjusted Performance Level is moot.

*. indicate adoption by merely typing (or cutting and pasting) in the State Adjusted Performance Level.

The college/Perkins Postsecondary Consortium may negotiate a Local Adjusted Performance Level if the college/Perkins Postsecondary Consortium does not wish to adopt the State Adjusted Performance Level for Perkins Performance Year 8 (2014-2015). If the college/Perkins Postsecondary Consortium wishes to negotiate Local Adjusted Performance Levels for Perkins Performance Year 8, the liaison will negotiate with the individual designated by the college president/Perkins Postsecondary Consortium leader. The negotiation process will take place in September-October 2014. The process will culminate with a completed Local Adjusted Performance Level Negotiation Chart for Year 8 (Appendix C) by October 31, 2014.

**Important Note 1**: Separate Local Adjusted Performance Levels for special populations are not allowable.

**Important Note 2**: If the college/Perkins Postsecondary Consortium meets the State Adjusted Performance Level for a core indicator, the college/Perkins Postsecondary Consortium cannot negotiate a lower Local Adjusted Performance Level for the subsequent year.

**Important Note 3**: When considering proposed Local Adjusted Performance Levels during negotiations, ESE will take into account the following:

- State Adjusted Performance Level that must be achieved by the State as a whole and how the proposed Local Adjusted Performance Level for the individual college/Perkins Postsecondary Consortium will assist the State meeting the State Adjusted Performance Level.
• How the proposed Local Adjusted Performance Levels compare with the Local Adjusted Performance Levels established for other colleges/Perkins Postsecondary Consortium, taking into account factors that may be identified by the college/Perkins Postsecondary Consortium including the characteristics of the students when the students entered career/vocational technical education and the support services and instruction to be provided.

• The extent to which the Local Adjusted Performance Level will promote continuous improvement on the core indicator by the college/Perkins Postsecondary Consortium.

Step 4 - The college/Perkins Postsecondary Consortium shall email the completed Local Adjusted Performance Level Negotiation Charts (Appendix D and Appendix E) by October 14, 2014 to its liaison.

Step 5 - The liaison will review the Local Adjusted Performance Level Negotiation Charts sent by the college/Perkins Postsecondary Consortium and consult with other staff in ESE as necessary taking into account the parameters on negotiations for Perkins Performance Year 8 (2014-2015) as described previously in this Section. ESE may require that modifications be made to the proposed Local Adjusted Performance Levels based on the review.

Step 6 - The liaison will email the Local Adjusted Performance Level Negotiation Chart (Appendix C) to the college/Perkins Postsecondary Consortium after the negotiations have concluded so that the college/Perkins Postsecondary Consortium will have a record of the final agreed-upon Local Performance Levels for Perkins Performance Year 8 (2014-2015).

Revisions to Final Agreed-Upon Local Adjusted Performance Levels
The college/Perkins Postsecondary Consortium may request revisions to its Local Adjusted Performance Level for core indicator 4P1 (placement) if the Workforce Investment Board region(s) in which the college/Perkins Postsecondary Consortium are located experiences a loss of five percent (5%) or more of jobs in the region(s) for three or more consecutive months immediately prior to the beginning of the placement period. The request must be submitted by the college president or Perkins Postsecondary Consortium leader as applicable in writing, addressed to the Administrator of the Office for Career/Vocational Technical Education in ESE. The request must include documentation from the applicable Workforce Investment Board(s) of the job losses for the applicable period. The Administrator will respond in writing to the request within ten (10) business days of receipt.

Section 5 - Local Perkins Improvement Plans
Date Due: February 27, 2015
The Perkins Act (Section 123) requires that each college/Perkins Postsecondary Consortium submit Local Perkins Improvement Plans on core indicators that did not meet at least 90 percent (90%) of the Local Adjusted Performance Level for the core indicator for any of the sixteen (16) populations.

The Massachusetts Perkins IV Manual at http://www.doe.mass.edu/cte/perkins/ includes information on subsequent action for failure to meet Local Adjusted Performance Levels and
Steps in Development and Submission of Local Perkins Improvement Plans

Step 1 - The college/Perkins Postsecondary Consortium shall review its Core Indicator Data Report for Perkins Performance Year 7 that it received by email from its liaison.

If the college/Perkins Postsecondary Consortium has a core indicator that failed to meet at least 90 percent (90%) of the Local Adjusted Performance Level for the core indicator for any of the populations given on the Core Indicator Data Report, the college/Perkins Postsecondary Consortium shall develop and implement a Local Perkins Improvement Plan for the populations that did not meet the Local Adjusted Performance Level. Note that in cases where the denominator for the population contains less than 16 students, the college/Perkins Postsecondary Consortium is not required to develop and implement a Local Perkins Improvement Plan for that population. The College/Perkins Postsecondary Consortium shall develop the Local Perkins Improvement Plan in consultation with the appropriate agencies, individuals, and organizations and its liaison as needed. Note that appropriate agencies/organizations would include those outside agencies/organizations that have expertise in serving the population as determined by the college/Perkins Postsecondary Consortium.

Important Note: If the college/Perkins Postsecondary Consortium developed and submitted a Local Perkins Improvement Plan for a core indicator/population based on Perkins Performance Year 1, 3, 4, 5, and/or 6 and the liaison notified the college/Perkins Postsecondary Consortium that the Plan met minimum requirements, the college/Perkins Postsecondary Consortium will not submit another Local Perkins Improvement Plan for the core indicator/population. The college/Perkins Postsecondary Consortium may, however, submit revisions to the Local Perkins Improvement Plan at any time.

The college will review the Perkins Core Indicator data it has received from its CVTE liaison.

Step 2 - The college/Perkins Postsecondary Consortium shall access the Perkins Improvement Plan Chart in Appendix D of this Workbook.

Step 3 - The college/Perkins Postsecondary Consortium shall use one Perkins Improvement Plan Chart for each core indicator that has one or more populations that failed to meet at least 90 percent (90%) of the Local Adjusted Performance Level for the core indicator, (except that for cases where the denominator for the population contains less than 16 students the College/Perkins Postsecondary Consortium is not required to develop and implement a Local Perkins Improvement Plan for that population).

Step 4 - The college/Perkins Postsecondary Consortium shall list the populations that failed to meet at least 90 percent (90%) of the Local Adjusted Performance Level for the core indicator (except that the College/Perkins Postsecondary Consortium shall not list those where the denominator for the population contains less than 16 students.)
Step 5 - The college/Perkins Postsecondary Consortium shall list staff in the college/Perkins Postsecondary Consortium and appropriate agencies/organizations that were consulted in the development of the Local Perkins Improvement Plan for the specific population.

Step 6 - The college/Perkins Postsecondary Consortium shall briefly describe the Local Perkins Improvement Plan.

Step 7 - The college/Perkins Postsecondary Consortium shall email the completed Local Perkins Improvement Plan Chart to its liaison by February 27, 2015.

Step 8 - The liaison will review the college/Perkins Postsecondary Consortium Local Perkins Improvement Plan(s) and consult with the college/Perkins Postsecondary Consortium and other ESE staff as necessary.

Step 9 - The liaison will notify the college/Perkins Postsecondary Consortium if the Local Perkins Improvement Plan(s) do not meet minimum requirements so that the college/Perkins Postsecondary Consortium will revise them as necessary.

Step 10 - The liaison will notify the college/Perkins Postsecondary Consortium by email when the Local Perkins Improvement Plan(s) has been deemed to meet minimum requirements.

Step 11 - The college/Perkins Postsecondary Consortium will implement the Local Perkins Improvement Plan(s).

Revisions to the Local Perkins Improvement Plan
The college/Perkins Postsecondary Consortium may revise Local Perkins Improvement Plans. Revised Local Perkins Improvement Plans shall be submitted to its liaison prior to implementation. The liaison will follow the steps outlined above resulting in revisions deemed to meet minimum requirements.

Section 6 – Annual Perkins Report

Date Due: March 31, 2015
The Perkins Act (Section 113) requires that each college/Perkins Postsecondary Consortium submit an Annual Perkins Report regarding its progress in achieving the Local Adjusted Performance Levels.


Step 1 - The college/Perkins Postsecondary Consortium shall review the Local Perkins Improvement Plans that it submitted previously under Perkins IV.

Step 2 - The college/Perkins Postsecondary Consortium shall access the Annual Perkins Report Chart in Appendix E of this Workbook.
**Step 3** - The college/Perkins Postsecondary Consortium shall use one Annual Perkins Report Chart for each Local Improvement Plan that it submitted previously under Perkins IV.

**Step 4** - The college/Perkins Postsecondary Consortium shall describe in each Annual Perkins Report Chart the progress that has been made in implementing the Local Perkins Improvement Plan.

**Step 5** - The college/Perkins Postsecondary Consortium shall email completed Annual Perkins Report Charts to its liaison by March 31, 2015.

**Step 6** - The liaison will review the college/Perkins Postsecondary Consortium Annual Perkins Report Charts and consult with the college/Perkins Postsecondary Consortium and other ESE staff as necessary.

**Step 7** - The liaison will notify the college/Perkins Postsecondary Consortium if the Annual Perkins Report Charts do not meet minimum requirements so that the college/Perkins Postsecondary Consortium will revise them as necessary.

**Step 8** - The liaison will notify the college/Perkins Postsecondary Consortium by email when the Annual Perkins Report Charts have been deemed to meet minimum requirements.
## APPENDIX A - TIMELINES CHART

<table>
<thead>
<tr>
<th>What and When</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Due: Massachusetts Perkins IV Pell Grant Report Fall Semester 2014 - submit by December 31, 2014</td>
<td>Massachusetts Perkins IV Pell Grant Report Fall Semester 2014 at <a href="http://www.doe.mass.edu/cte/data/">http://www.doe.mass.edu/cte/data/</a></td>
</tr>
<tr>
<td>Due: Local Perkins Improvement Plan Charts - submit by February 27, 2015</td>
<td>Massachusetts Perkins IV Accountability Workbook - Postsecondary - 2014-2015 at <a href="http://www.doe.mass.edu/cte/perkins/">http://www.doe.mass.edu/cte/perkins/</a></td>
</tr>
</tbody>
</table>
### APPENDIX B - CORE INDICATOR MEASUREMENT DEFINITIONS and APPROACHES CHART

This chart lists the postsecondary core indicators and gives the measurement definitions that the Massachusetts Department of Elementary and Secondary Education uses to develop Core Indicator Data Reports for each college/consortium.

<table>
<thead>
<tr>
<th>Core Indicator</th>
<th>Measurement Definition</th>
</tr>
</thead>
</table>
| **Technical Skill Attainment**              | **Numerator:** Number of technical credit courses completed by CTE concentrators during the fall semester of the reporting year.  
**Denominator:** Number of technical credit courses attempted by CTE concentrators during the fall semester of the reporting year.                                                                                                                                         |
| **Degree, Certificate Credential**          | **Numerator:** Number of CTE concentrators enrolled in a fall semester who four years after a given fall term (fall to fall of fourth year out) received a degree, a certificate, or an industry-recognized credential.  
**Denominator:** Number of CTE concentrators enrolled in the fall semester four years prior to the reporting year.                                                                                                                                                      |
| **Student Retention (Still Enrolled) or Transfer** | **Numerator:** Number of CTE concentrators enrolled in a fall semester who four years after a given fall term (fall to fall of fourth year out) received a degree, a certificate, or an industry-recognized credential; transferred, or were still pursuing their education, i.e. still enrolled)  
**Denominator:** Number of CTE concentrators enrolled in the fall semester four years prior to the reporting year.                                                                                                                                                  |
| **Student Placement**                       | **Numerator:** Number of CTE program graduates who completed a CTE program one year prior to the reporting year and who entered military service or employment including registered apprenticeship programs within 9-12 months after completion.  
**Denominator:** Number of CTE program graduates who completed a CTE program during the reporting year.                                                                                                                                                      |
| **Nontraditional by Gender Participation**  | **Numerator:** Number of CTE participants enrolled in a CVTE program that prepared them for a career that would be nontraditional for their gender during the reporting year.  
**Denominator:** Number of CTE participants enrolled in the same CTE program during the reporting year.                                                                                                                                                     |
| **Nontraditional by Gender Completion**     | **Numerator:** Number of CTE participants and concentrators enrolled in a given fall term in a CTE program that prepared them for a career that would be nontraditional for their gender who four years after a given fall term (fall to fall of fourth year out) received a degree, a certificate, or an industry-recognized credential.  
**Denominator:** Total number of CTE participants and concentrators who four years after a given fall term (fall to fall of fourth year out) received a degree, a certificate, or an industry-recognized credential in the same CTE program during the reporting year. |
APPENDIX C - LOCAL ADJUSTED PERFORMANCE LEVEL NEGOTIATION CHART for YEAR 8
This chart lists the State Adjusted Performance Levels on each core indicator for Perkins Performance Year 8 (2014-2015). The negotiation process is outlined in Section 4 of this Workbook. Note that the cells for the State Adjusted Performance Levels will be populated after ESE reaches agreement on them with USED. Colleges and the consortium will be notified when the cells are populated so that negotiations will be completed by **October 31, 2014** per Section 4 of this Workbook.

College/Consortium Name: ______________ College/Consortium Negotiator: ____________ ESE Liaison: ____________

<table>
<thead>
<tr>
<th>Core Indicator</th>
<th>State Adjusted Performance Level for Perkins Performance Year 8 (2014-2015)</th>
<th>Proposed Local Adjusted Performance Level for Perkins Performance Year 8</th>
<th>Final Agreed-Upon Local Adjusted Performance Level for Perkins Performance Year 8</th>
<th>Date Agreement Reached</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical Skill Attainment 1P1</td>
<td>83.38%</td>
<td>To be determined (TBD)</td>
<td>TBD</td>
<td>TBD</td>
</tr>
<tr>
<td>Degree, Certificate Credential 2P1</td>
<td>57.25%</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
</tr>
<tr>
<td>Student Retention (Still Enrolled) or Transfer 3P1</td>
<td>70.81%</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
</tr>
<tr>
<td>Student Placement 4P1</td>
<td>84.14%</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
</tr>
<tr>
<td>Nontraditional by Gender Participation 5P1</td>
<td>24.73%</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
</tr>
<tr>
<td>Nontraditional by Gender Completion 5P2</td>
<td>23.18%</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
</tr>
</tbody>
</table>
APPENDIX D - LOCAL PERKINS IMPROVEMENT PLAN CHART

Directions: Read and follow the instructions given in Section 5 of this Workbook.

<table>
<thead>
<tr>
<th>College/Consortium Name: ________________</th>
<th>College/Consor. Contact: ________________</th>
<th>Date Submitted: __________</th>
</tr>
</thead>
<tbody>
<tr>
<td>Core Indicator: _________________________</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Population</th>
<th>(1) List the staff in the college/Perkins Postsecondary Consortium, appropriate agencies/organizations consulted in the development of the Local Perkins Improvement Plan.</th>
<th>(2) Briefly describe the Local Perkins Improvement Plan.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(1) List the staff in the college/Perkins Postsecondary Consortium, appropriate agencies/organizations consulted in the development of the Local Perkins Improvement Plan.</td>
<td>(2) Briefly describe the Local Perkins Improvement Plan.</td>
</tr>
<tr>
<td></td>
<td>(1) List the staff in the college/Perkins Postsecondary Consortium, appropriate agencies/organizations consulted in the development of the Local Perkins Improvement Plan.</td>
<td>(2) Briefly describe the Local Perkins Improvement Plan.</td>
</tr>
</tbody>
</table>
APPENDIX E - ANNUAL PERKINS REPORT CHART
Directions: Read and follow the instructions given in Section 6 of this Workbook.

College/Consortium Name: __________________ College/Consor. Contact: __________________ Date Submitted: __________

Core Indicator: ___________________________ Population ____________________________________________