**Fund Code 106 CVTE Equitable Access Grant**

**Appendix 1**

**Priority 1 – Data-Informed Decision-Making in CVTE**

Participants in this initiative will engage in technical assistance offered by the Commonwealth, including two conferences and virtual office hours to share information about implementation and results and to problem-solve challenges. Participating districts may have an opportunity to pilot-test new resources. Participating districts will share learning from this experience in the form of tools, resources, artifacts, lessons and more, which the Department can compile and make available statewide in the future.

Activities or strategies may include –

1. **Examination of State Data Resources:** Districts may examine state data resources and assess internal systems.
2. **Examination of Internal Data:** Districts may examine internal admission & shop selection data to identify potential issues or areas of focus.
3. **Collaborative Problem Solving:** Districts may collaborate with sending districts/schools and other partners to identify gaps and consider solutions to those identified gaps.
4. **Data-driven Strategic Planning:** Districts may use resources to help create, implement & drive initiatives that enhance student experience and outcomes

**Priority 2 – English Learner Recruitment and Success in CVTE**

Participants in this initiative may refer to DESE’s English Learner Education Vision and Blueprint and other resources from DESE’s Office of Language Acquisition.

Participants in this initiative will engage in technical assistance offered by the Commonwealth.

Activities or strategies of a EL specialist or other staff based solution may include –

1. **Data Usage:** Districts may utilize data to identify recruitment gaps and assess student program choices, and also utilize a continuous growth model to review and assess student success.
2. **Community & School-based Recruitment Initiatives:** Districts may partner with organizations to strategize ways to enhance recruitment. This may include but is not limited to –
   1. Digital Media Outreach
   2. Community-based Non-Profits
   3. Religious Organizations
   4. In-school information sessions
   5. Other advocates for students and educational equity
3. **Collaborative, Data Driven Strategic Planning:** Districts should partner with sending districts, community-based non-profits etc. to plan a course of action to create recruitment strategies, retention, and long-term success measures.
4. **Development of Strategic Partnerships:**  Districts may partner will non-profits and other community-based partners to aid in growing recruitment.
5. **In-House Liaison:** Districts may identify an in-house liaison to work collaboratively with student services specialists, district leadership and vocational leaders; and advise on policy.

**Priority 3 – Building Equitable Structures in CVTE**

Participants in this initiative may consider diversity, equity, inclusion, anti-bias and anti-racism training, with a focus on staff involved with recruitment and admissions, to improve practices such as tours, information sessions, interviews and application review and to consider other systemic changes.

Participants in this initiative will engage in technical assistance offered by the Commonwealth.

**Professional Development Design and Implementation** strategies may include -

1. **Intra- and inter-district collaboration** to meet unique needs of a district/region
2. **Development and strengthening of staff knowledge, capacity, and skills** necessary to understand and address how policies and practices can support more equitable student enrollment and outcomes
3. **Tool Design/Implementation**, for example, interview protocols and inter-rater reliability training for interviewing with equity in mind
4. **Development of a shared vision and language** for addressing equity and access gaps
5. **Beginning to develop long-term structures** that enhance the student experience for all students including student, family, and other stakeholder voice.
6. **Administrative/Leadership Equity Gap Analysis**
7. **Districts should be explicit about diversity, equity, inclusion expectations and values:** Prioritizing a shared vision and language
8. **Tool Design**, for example, interview protocols for admissions process
9. **Systems/Tool Implementation**, for example, inter-rater reliability training in interview; adopting antiracist approaches to local practices, teaching and learning, student support services, or other facets of the student experience
10. **Student Centered Workshops:** providing an opportunity for the student voices to be heard.
11. **Internal Review Process,** for example equity audits aimed at examining and redesigning policies with an equity-minded lens
12. **Review of use of existing staff and staffing needs:** This ensures that all team members are rowing together in the direction of “Building Sustainable Equitable Structures”

**Across All Priorities**

Tools and resources developed by DESE that are relevant across all priorities include:

* [VART Interactive Data Tools](https://www.doe.mass.edu/ccte/cvte/data/vart.html)
* [CVTE Reporting and Data Resources](https://www.doe.mass.edu/ccte/cvte/data/) including [Guide](https://www.doe.mass.edu/ccte/cvte/data/guidance.pdf) and [CVTE Enrollment](https://app.powerbigov.us/view?r=eyJrIjoiN2YwN2EzMWEtZmFhNy00MWU5LWJiZTAtNWU0YWNhM2ZjZjRkIiwidCI6IjNlODYxZDE2LTQ4YjctNGEwZS05ODA2LThjMDRkODFiN2IyYSJ9) and [Perkins Core Indicators](https://app.powerbigov.us/view?r=eyJrIjoiOWYyMTNkYjEtZDgzOS00OTdmLWIzYTMtZDQxYTdjOTE5M2E2IiwidCI6IjNlODYxZDE2LTQ4YjctNGEwZS05ODA2LThjMDRkODFiN2IyYSJ9) visuals
* CVTE Reports and SIMS Reports in [Security Portal](https://gateway.edu.state.ma.us/)
* [English Learner DART](https://app.powerbigov.us/view?r=eyJrIjoiZDcyMjUxYmUtOWFkYS00NWQ2LTllMjItMWE2Yjc4ZDQyYTY2IiwidCI6IjNlODYxZDE2LTQ4YjctNGEwZS05ODA2LThjMDRkODFiN2IyYSJ9)
* [English Learner Education web page](https://www.doe.mass.edu/ele/)
* [Cultural Responsiveness](https://www.doe.mass.edu/instruction/crdw/)
* [Planning for Success](https://www.doe.mass.edu/research/success/)
* [Pathways/Program map](http://massconnecting.org/pathwaymapping/default.asp)
* [Regional Labor Market Blueprints](https://www.mass.gov/service-details/view-your-regions-blueprint)
* Comprehensive Local Needs Assessment and other Perkins V Resources on the [Perkins V Manual](https://www.doe.mass.edu/ccte/cvte/perkins-v/) page
* Early Warning Implementation Cycle tutorial and other resources on the [EWIS website](https://www.doe.mass.edu/ccte/ccr/ewis/)
* [Edwin Analytics](https://www.doe.mass.edu/edwin/) reports include Workforce Employment & Earnings reports, Student Profiles reports, Early Warning Indicator System (EWIS) reports, FAFSA reports, Postsecondary Readiness & Success reports, CVTE Pathways report, MCAS reports and more.