

## PROGRAM OUTCOMES

In the past, CHSVT has been measured by the number of diplomas granted. Over the last eight years, we have seen VT DOC population changes, a gradual reduction in the number of issued diplomas, and a significant increase in the number of industry-recognized credentials and higher paying jobs acquired upon release. More individuals entering VT DOC supervision already possess high school diplomas, but many still lack technical and job skills needed to obtain and retain employment.

As of July 1, 2014, we began measuring the success of our programs using the attached outcome-based Evaluation Plan for Corrections Education. This plan outlines our progress and the areas in need of improvement.

### Logic Model

<b>Inputs</b>	<b>Processes</b>	<b>Outputs</b>	<b>Short-term outcomes</b>	<b>Intermediate outcomes</b>	<b>Long-term outcomes</b>
Eight Correctional Facility Campuses	Academic Teaching	Diplomas	Increase in functional literacy and numeracy	Increased confidence that learner can manage formal and informal learning environments	Increased reliability and improved judgment
Eight Probation Campuses	Career & Technology Teaching	Workforce Readiness Certificates			
38 teachers	Career Counseling	Industry-Recognized Credentials (IRC)	Increase ability to find appropriate employment	Appropriate employment in jobs based upon previous learning	Salary is sufficient to meet independent living needs
Three Administrators	Academic Counseling	Students Served			
Four Central Office staff	Tutoring	Portfolios	Increased interest in attending schooling and training	Improved attitude toward self and society	Engaged in community through work and other connections
Approximately four million dollar budget	Career & Academic Assessment	Resumes			
Student & Administrative Computers	Education/Career Transition Planning	Community Donations			
SMART Boards at all campuses					
Instructional laptops/tablets					

## High School Diplomas

High School Diplomas awarded from July 1, 2014 to June 30, 2015

Timothy Adair	Brandon Foy	William Nelson
Holly Bates	McKennie Gabert	Jonathan Nielsen
David Beer	Kenneth Gray	James Ouimette
Michael Benedict	Stephen Green	Zachary Patterson
David Billings	Steven Guyette	Jordan Powers
Troy Borland	Michael Hughes	Branden Premont
Patrick Bostwick	Michael Immich	Samuel Ramsey
Branden Brooks	Melissa Kelcey	Eric Reeves
Casim Burns	Christopher King	Brent Sarazin
Harry Burns	Robin Kitchens	Joe Scalzo
Tyler Bushey	Marcus Koritz	Justin Schoppe
Timothy Colby	Christopher LaFlam	Johnathan Scott
Christopher Davis	Laura Lagasse	Jason Sheldrick
Patrick DeBonville	Christopher Lewis	Cyrus Smith
Tyler Distefano	Dustin Malinowski	Edward Thompson
Walter Englehardt, III	Natasha Morse	Cathlyne Tirell
Mathew Enman	Nathaniel Murano	Amber White
David Fletcher	Stephanie Murano	Aaron Wilson

## Workforce Readiness Certificates

Workforce Readiness Certificates awarded from July 1, 2014 to June 30, 2015

Timothy Adair	Jessie Germain	Lucinda Smith
Amber Baker	Heather Holcomb	Tonya Sprano
Lisa Barbour-Nutbrown	Norajean Lamanna	Laird Stanard
Jen Berube	Jeanette Maxfield	Susan Tucker
Sheila Conley	Jordan Powers	Rebecca Wetter
Joshua Finefrock	Yvonne Schwank	Anne-Marie Whiteway

## Outcomes-Based Evaluation Plan

Corrections Education: Community High School of Vermont, Vermont Department of Corrections

**Key:**

Yellow: Enrolled in Corrections Education Program

Blue: One year from program completion

Green: Two – four years from program completion – following cohort from blue

Outcome	Indicator(s)	Source of Data (records, clients, etc.)	Method to Collect Data (questionnaires, interviews, etc.)	Who Collects Data	When Collect Data
Increase in functional literacy and numeracy	100% of program completers will meet proficiency requirements in reading, writing and numeracy	CASAS scores (see table on page 15) SIM Writing records/work Work samples Project based learning samples	Record review	Central Office	Quarterly
Increase ability to find appropriate employment	60% of students enrolled in career exploration & development activities complete the checklist for successful employment	Records	Record Review	Central Office	Quarterly
Increased interest in attending schooling and training	2% increase in case plan compliant in education & training	Attendance records Performance records	Record review	Central Office	Quarterly
Increased confidence that learner can manage formal and informal learning environments	Increase in motivation survey results	Students	Survey	Teachers	Yearly
Appropriate employment in jobs based upon previous learning	Number of completers obtaining employment in career cluster of training	Department of Labor	Unemployment Insurance Report	Central Office	Yearly
Improved attitude toward self and society	Increase compliance with DOC expectations for participants enrolled for six months or more	DR History Intermediate Sanctions Case Plan Compliance	Record Review	Central Office	Yearly
Increased reliability and improved judgment	Reduced recidivism	OMS	Record Review	Central Office	Every year for four years
Engaged in community through work and other connections	Increased engagement	Community involvement survey	Review of survey results	Central Office	Every year for four years
Salary is sufficient to meet independent living needs	Increase in income to meet needs (same cohort from mid-term)	Department of Labor	Unemployment Insurance Report	Central Office	Every year for three years beyond mid-term measurement

## CHSVT Completers' Performance FY 2015

**CASAS** Relationship to NRS Educational Functioning Levels (EFL) for ABE and ASE

NRS	Educational Functioning Levels	CASAS Level	Reading Scale Score Ranges	CHSVT Percentage
1	Beginning ABE Literacy	A	200 and below	0
2	Beginning Basic Education	B	201 - 210	0
3	Low Intermediate Basic Education	B	211 - 220	2
4	High Intermediate Basic Education	C	221 - 235	28
5	Low Adult Secondary Education	D	236 - 245	25
6	High Adult Secondary Education	E	246 and above	38

NRS	Educational Functioning Levels	CASAS Level	Math Scale Score Ranges	CHSVT Percentage
1	Beginning ABE Literacy	A	200 and below	0
2	Beginning Basic Education	B	201 - 210	4
3	Low Intermediate Basic Education	B	211 - 220	4
4	High Intermediate Basic Education	C	221 - 235	13
5	Low Adult Secondary Education	D	236 - 245	21
6	High Adult Secondary Education	E	246 and above	13

### About CASAS

CASAS (Comprehensive Adult Student Assessment System, 2015) is the most widely used system for assessing youth and adult basic reading, math, listening, writing, and speaking skills. It is the only system of its kind to be approved and validated by the U.S. Department of Education and the U.S. Department of Labor to assess both ABE and ESL participants.

### CASAS and SBAC

CASAS and SBAC (Smarter Balanced Assessment Consortium, 2015) are two different assessments, and any comparisons between the two need to be highly scrutinized. The SBAC and CASAS assign Scale Score and Levels, but there is not a direct correlation between the scores or levels. Looking at both scores when available can provide a more complete view of a student's educational functioning. Very broadly speaking, CASAS Levels D & E would be proficient, Levels B & C (NRS 3 and 4) would be nearly proficient, and Levels A and B (NRS 1 & 2) would be below proficient.

## **ACADEMIC EXPECTATIONS**

In 2007, the Community High School was accredited through the New England Association of Schools and Colleges (NEASC) (2015). This prestigious membership came with a list of recommended improvements that CHSVT has been responsible for implementing before its next review in 2016. Over the course of the last seven years, teachers and administrators have been working to identify the standards and proficiency levels that students should master before earning a high school diploma from the Community High School of Vermont. Using the Common Core standards (National Governors Association Center for Best Practices & Council of Chief State School Officers, 2010a), (2010b), (2012), Habits of Mind (Costa & Kallick, 2000), and 21<sup>st</sup> Century Learning Skills (Partnership for 21st Century Skills, 2015), CHSVT identified the skills essential to our students' success.

After many years of hard work, the CHSVT *Curriculum Framework* was implemented in 2013 (Community High School of Vermont, 2012). Courses were redesigned to meet the rigor recommended by the NEASC review committee, Common Core standards and 21<sup>st</sup> Century Skills standards are now used to assess students at the high school level, and courses are being delivered with fidelity and consistency. With the increased rigor and uniformity of the criteria from campus to campus, the instructional supervision that has been implemented on a consistent basis and, the increase in proficiencies, the school administration is confident in the efficacy of the programs and consistent high expectations and criteria for performance.

In order to support the continuous rigor of our curriculum, schoolwide professional development, coaching and modeling is occurring with all faculty to improve the consistency of instruction. This consistency is resulting in positive outcomes for the learning and success of our students.

## **INDUSTRY-RECOGNIZED CREDENTIALS**

Industry-based standards promote consistency in the quality and rigor of the training provided through Corrections Education. Technical education and skills training provide our students with the opportunity to earn Industry-Recognized Credentials (IRC) and provide students with transition opportunities to postsecondary education, training and employment opportunities.

The direct benefits of incorporating skill and technical certifications into programs of study include:

- increased instructional effectiveness through the use of industry-based curriculum;
- assessment strategies within the certification process that can be used to inform decision-making regarding the allocation and coordination of educational resources;
- a focus on priority careers that can be aligned with state and regional economic development priorities; and enhanced program quality and responsiveness to business, industry partners and community stakeholders; and
- direct career and educational benefits for students participating in personalized learning plans that provide industry credentials.

All Corrections Education trades/industry courses and training have connections to national certification. Students may work toward a high school diploma while working toward industry-recognized credentials. In the same vein, an individual may be working toward industry-recognized credentials, but already have a high school diploma. The educational path for each individual is based on areas of interest, need and risk.

The following industry opportunities are available for students and workers:

- American Welding Society (AWS)
- Automotive Service Excellence (ASE)
- Barbering
- First Aid/CPR/AED
- Mastercam (computer-aided manufacturing software)
- National Center for Construction Education and Research (NCCER) construction and maintenance
- National Restaurant Association Educational Foundation (NRAEF) ManageFirst management development
- NRAEF Pro Start fundamental management and culinary skills
- NRAEF ServSafe food handling
- Occupational Safety and Health Administration (OSHA)
- Solid Works computer-assisted design software
- University of Vermont Extension Master Gardener

Below is the list of students who have earned IRC in one of the above industries during the July 1, 2014 to June 30, 2015 School Year.

### **Automotive Technology**

#### ***ALLDATA Automotive Information Specialist***

Ronald Barraza	Mike McCray	Jordan Orcutt	David Rosario
Philip Savage	Kyle Yandow		

#### ***Equipment and Engine Certification***

Charles Baker	Thomas Bryan	Harry Burns	Cecil Campbell
Forrest Coleman	Steven Cross	Roland Cyr	Duane Immich
Ricardo Rocha	Cody Shores		

#### ***Identifix***

*Prepare your students for real-world diagnostic and repair challenges with the FREE ProTech Training program from Identifix.® ProTech delivers the experience-based training students need to handle unique issues on today's most sophisticated and complex vehicle systems. ... training brings industry-exclusive diagnostics, OEM service & repair, and Factory Scheduled Maintenance plans to your classroom ... students ... learn what it takes to be a skilled technician with the same award-winning tool used by the pros. [identifix.com](http://identifix.com)*

Christopher Billado	Andrew Davis	David Fletcher	Mark King
Ronald Rushford	Toby Williams	Kyle Yandow	

#### ***Snap-On AC Service***

David Fletcher	Bruce Fuller	Mark King	Mike McCray
Eugene Missouri	Scott Myers	David Rosario	Ronald Rushford
Thomas Shambo	Toby Williams	Kyle Yandow	

## ***S/P2***

S/P2 is the automotive industry standard for online safety and pollution prevention training, with courses that provide the knowledge and skills necessary for employees and students to complete their work effectively, efficiently, and safely. S/P2 industry-specific content helps managers, technicians, safety supervisors, shop owners, instructors, and students alike stay safe and compliant on the job or in the classroom. [www.sp2.org](http://www.sp2.org)

### ***S/P2 PPE (personal protective equipment)***

Christopher Billado

### ***S/P2 Land That Job***

*Covering the interview process in three parts—before, during, and after—the course features key information automotive students need to know to interview well. From researching the company and questions they may encounter, to what to wear, what to say, and appropriate ways to follow up, this 25-minute course helps students feel confident and prepare using best practices.*

Cecil Campbell  
Kyle Yandow

David Fletcher

Mark Mayville

Willie Thompson

### ***S/P2 Collision***

*From personal protective equipment to paints and residues and the paint rule, this three-course bundle has your collision shop's safety needs handled. S/P2 Collision includes safety, pollution prevention, and a supervisor's course specifically designed for your shop.*

Willie Thompson

John Wiggins

### ***Vermont State Inspection Certification***

Ronnie Rushford

### **University of Vermont Extension Master Gardener**

Christopher Akey  
Jeffrey Gerrow  
Nathaniel Serre  
Alexander Walker

Joshua Camp  
Arthur Guyette  
Cyrus Smith

Oscar Delgado  
Robert Labonte  
Laird Stanard

Cory Delorme  
Earl Rosen  
Robert Stricker

## **National Restaurant Association Educational Foundation (NRAEF)**

ServSafe, ManageFirst, ProStart, Restaurant Management, Restaurant Supervision

Jesse Anderson	Brad Avery	Daniel Barmore	Jennifer Bassett
Nicole Batease	David Beer	Trisha Belliveau	Ryan Berte
Adrienne Bowen	Kathleen Bresnahan	Amber Butler	Lynn Campeau
James Careau	Chris Cerutti	Haley Colburn	Kayla Cowdrey
Michelle Davis-Estes	Howard Dease	Michelle Deatte	David Dunn
Sara Ennis	Danielle Feather	Caitlyn Fregeau	Destiny Garrow
Virginia Gillet	Tristin Goodwin-Hicks	Derek Hackett	Leslie Hall
Waylon Hawkins	Jason Henderson	Julie Herron	BobbiJo Hodgdon
Rafael Jaquez	Charles Jenkins	Mike Kilbansky	Christopher King
Natalie Kirk	Marcus Koritz	Brandon Lee	Heather Lonergan
Thomas Lussier	Anton Lutz	Alva Lynch	Blake Manning
William Manson	Stephen McGee	Andrea Miller	Scott Minshull
Kristy Moore	Daniel Morales	Kristy Morse	James Myers
Scott Myers	Corey Ostroski	Jessica Partlow	Matthew Patry
Charles Peccolo	Ashley Plowman	Chelsea Robinson	Danielle Rogers
Christopher Russell	Gerald Sargent	Mark Savary	Jonathan Scott
Angela Simpson	Alan Tanguay	Susan Tucker	Vallentina Velasquez
Sean Wallace	Elliott Watkins	Aaron Wilson	John Winter
Alyssa Young			

## **National Center for Construction Education and Research (NCCER)**

### ***General Construction***

Basic Safety, Basic Communication, Basic Employability Skills, Introduction to Construction Drawings, Introduction to Hand Tools, Introduction to Power Tools, Introductory Materials Handling, Tools for Success, Introduction to Construction Math, National Career Readiness Certificate

Christopher Akey	Pascal Benjamin	Troy Borland	Lee Bradeen
John Cabot	Trevor Conn	Robert Cote	Cory Delorme
Jason Dougherty	Peter Drutchal	Daniel Dunn	Tracy Eastman
Matthew Enman	Charles Farnham	Jeffrey Finnegan	Joseph Giarratana
Anthony Gonzalez	Jivan Gray	Ervin Greenslit	John Griffin
Donald Hanscom	Tyler Hastings	Dean Hill	Trevor Hood
Douglas Huntley	James Hutchins	Daniel Jones	Jerome Kendrick
James King	Casey Langlois	John Latimer	Jonathan Lieske
Jonathan Maskell	Garret Molesky	Scott Myers	Travis Papineau
Duane Placey	Jordan Powers	Gerard Roberts	Wayne Sabens
Jacob Sexton	Christopher Thurston	Anthony Vero	Mark Whiting



## **Welding**

Welding Safety, SMAW (Shielded Metal Arc Welding) – beads and fillet welds, electrodes, equipment set up, groove welds w/backing, open v-grooves, weld quality, oxy/fuel cutting, welding safety, plasma arc cutting, base metal prep, welding symbols, American Welding Society

Sean Bailey	John Bertolini	Robert Cote	Cory Delorme
Zachary Dessert	Daniel Dunn	Louis Gilbeau	Anthony Gonzalez
Jivan Gray	Michael Immich	James King	Anthony Manning
Jason Merrill	Nicholas Moretti	Joseph Robar	Mark Sparks
Christopher Thurston	Anthony Vero	Mark Whiting	

## **Occupational Safety and Health Administration (OSHA)**

### ***OSHA – 10 Construction***

Richard Bailey	Erik Barker	Tyson Beaudry	Deborah Beayon
Pascal Benjamin	Ryan Berte	Matthew Branch	Kathleen Bresnahan
Casim Burns	Harry Burns	Phillip Bushey	John Cabot
Christopher Carreau	Christopher Cerutti	Joseph Ciaramitaro	Scott Clark
Forrest Coleman	Daniel Coon	George Coy	Christopher Davis
Michelle Deaette	John Desabrais	David Donaldson	Tracy Eastmand
Charles Farnham	Jeffrey Finnegan	Kyle Fletcher	Scott Foucher
Tina Fox	Collen Garoner	Jonathan Gassert	April Gauthier
Joshua Geraw	Justin Gero	Charles Gramby	Joshua Greenough
John Griffin	Donald Hanscom	John Harrel	Tyler Hastings
Waylon Hawkins	Ken Hill	Joseph Hoadley	Jerry Hoffman
Corine Holder	Michael Hughes	Douglas Huntley	Charles Jenkins
Dan Jones	Jahfari Joseph	Jerome Kendrick	William Kimmick
Taniqua Lang	Jason Langmaid	Travis LaPlant	Joshua Laraway
John Latimer	Brendon Lee	Lenon Lester	Norman Lizotte
Kyle Lowe	Michael Lucier	Anton Lutz	William Manson
William Marks	Jessie Marshall	Jonathan Maskell	Cara Mason
Mark Mayville	Robert Meacham	Garrett Molesky	Timothy Montagne
Wayne Morris	KC Myers	David Oleson	James Paul
John Powers	Samuel Ramsey	Joseph Raymond, Jr.	Zedric Rivera
Gerard Roberts	Gene Rollins	Daniel Rosales	Nathan Roy
Donald Russell, Jr.	Wayne Sabens	Johnathan Scott	Earl Scott, Jr.
Steve Sedotto	Gregory Shaw	Derrick Shippee	Rick Smedley
Ryan Smith	Mark Snow	Chelsie Southworth	Allen Spaulding
Kyle Stevens	Cortney Strachota	Walter Susee	Juliane Tamasi-Bowers
Todd Thompson	Christopher Thurston	Ryan Trapani	Landon Urban
Cortland Wade-Bailey	Conald Wescott	Robert West	Matthew Williams
John Winn	David Woods		

### **OSHA – General Industry**

John Adams	Matthew Adrion	Cody Ahonen	Mike Alexander
David Ames	Benjamin Angell	Eduardo Aviles	Travis Barbour
Michael Barnes	Tyson Beaudry	Mitchell Bowen	Austin Burnett
Joshua Camp	Terrance Chipp	Vincent Constantino	James Davis
Maynard Davis	Nathan Dearing	John Desabrais	Joshua Ellsworth
Roy Erno	Desmond Feurtado	Brenden Fisk	David Fleming
Daniel Flint	Scott Foucher	Timothy Gabriel	James Haley
Jamal Hall	John Harrel	John Haskins	Waylon Hawkins
Jason Heaslip	Ken Hill	Jerry Hoffman	Sean Hurd
Derek Jensen	David Jenzen	Jacob Johnson	Mike Jokinen
Jason Kimball	Joshua Koch	Travis LaPlant	Joshua Laraway
Christopher Legacy	Jeff Legacy	Ronnell Marable	Corey McKay
Cuwan Merritt	Kevin Monroe	Cory Munger	Robert Pelland
Steven Pelletier	John Powers	Nicholas Ranglin	Dana Roones
Lamar Scales	Michael Seagren	Mark Snow	Todd Thompson
Ryan Trapani	Paul Voight	Cortland Wade-Bailey	Ray Whitney
Matthew Wilbert	Dameon Williams	Tim Williams	Royan Wint

### **First Aid/CPR/AED**

Reginald Adams	Jesse Anderson	William Aviles	Ryan Barber
David Beer	Shayne Bessette	Shawn Boyd	George Burch
Tyler Bushey	Christopher Cerutti	Lee Charnonneau	Daniel Coon
Andrew Cota	Robert Cote	Nathan Couture	Cody Davis
Levi Davis	Cory Delorme	Daniel Dunn	David Dunn
Joshua Emery	Jeff Finnegan	Jesse Forrett	Kevin Fuller
Timothy Gabriel	Collen Gardner	Louis Gilbeau	Quinn Glover
Charles Gramby	Jivan Gray	Stephen Green	John Griffin
Michael Harris	Joshua Hartwell	Waylon Hawkins	Joe Hoadley
Trevor Hood	Michael Immich	Charles Jenkins	Michael Jennings
Leon Jiggetts	Christopher Keating	Christopher King	James King
Marcus Koritz	John Latimer	Joshua Loura	Anton Lutz, Jr.
Dustin Malinowski	Blake Manning	Jonathan Maskell	Merlin Mellow
Ricky Mines	Roberto Miranda	Jeffrey Mitchell	Wayne Morris
Jason Naylor	Adam Nisen	Jacob Olcott	Joe Peets
Kyle Pickett	Jordan Powers	Joe Raymond	Eric Reeves
Oscar Rivera	Raul Rodriguez	Earl Rosen	Terry Russ
Donald Russell	Wayne Sabens	Thomas Savard, Jr.	Joseph Scalzo
Justin Schoppe	Earl Scott, Jr.	Sundance Seals	Cody Shores
William Slingerland	Cyrus Smith	Eric Smith	Mark Sparks
Laird Stanard	Kyle Stevens	Alan Tanguay	Luis Tiburcio
Richard Tripaldi, Jr.	Jafari Tyrell	Carlos Vazquez	Alexander Walker
Lynwood Whittemore	David Woods		

### **Barbering**

Jason Gagne	Alva Lynch	William Marks	William Nelson
Daniel Riggs	Thomas Savard		