# 2021 Biennial Evaluation of Windham School District Programs 

Executive Summary


TEXAS TECH UNIVERSITY Community, Family
\& Addiction Sciences"

## Executive Summary

Windham School District (WSD) is the education provider for residents within the Texas Department of Criminal Justice (TDCJ). The District is required to complete an annual evaluation and report of the effectiveness of its programs.

Dr. Eugene Wang's research team at Texas Tech University performed analyses to evaluate the effectiveness of WSD programs, including academic, career and technical education (CTE), and life skills programs (specifically Cognitive Intervention Program [CIP] and the Changing Habits and Achieving New Goals to Empower Success [CHANGES] program)

The team examined WSD program attendance and completion, and outcomes such as improvement in academic ability, High School Equivalent (HSE) certificate, institutional disciplinary violations, as well as post-release outcomes such as employment, wage-earning, rearrests, and reincarceration

Analyses are based on WSD educational data for all residents released during the 2015-2016 fiscal years (e.g., those released from September 1, 2014 through August 31, 2016).

As far as the WSD academic, CTE, and life skills programs, there are some clear patterns which have emerged:

- Academic training is very successful in preparing students for successful completion of their High School Equivalent (HSE) certificate, with several subgroups demonstrating greater than $90 \%$ success rate on the HSE exam
- All Windham programs showed better outcomes on reincarceration/ recidivism than on rearrest. Because reincarceration/recidivism is more costly both to society and to the individual, small reductions in recidivism have large financial and social benefits
- CTE programs were very successful on post-release employment outcomes, including being employed within a year, first quarter wages, and job retention a year following employment. This seems to demonstrate that the CTE programs are successful in teaching the technical skills employers need.
- Further, the life skills programs (CIP2 and CHANGES3) also lead to successful post-release employment, wages, and retention. This suggests that these programs are successful in teaching the soft skills that employers desire


## Program Outcomes

Academic participation, CTE participation, CTE completion,
and CIP participation all lower reincarceration rates.

Reincarceration by Participation in a WSD Academic Class (Matched Samples)

|  | Participated in WSD <br> Academic Program | Did Not Participate in WSD <br> Academic Program | Totals |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 12,084 <br> $(71.9 \%)$ | 11,934 <br> $(71.0 \%)$ | 24,018 |
| Reincarcerated | 4,724 <br> $(28.1 \%)$ | 4,874 <br> $(29.0 \%)$ | 9,598 |
| Totals | 16,808 | 16,808 |  |

Reincarceration by Participation in a WSD Academic Class (Matched Samples)


## Program Outcomes

Reincarceration by Participation in a WSD CTE Class (Matched Samples)


Reincarceration by Participation in a WSD CTE Class (Matched Samples)

|  | Participated in WSD CTE <br> Class | Did Not Participate in WSD <br> CTE Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 6,551 <br> $(76.3 \%)$ | 6,342 <br> $(73.8 \%)$ | 7,433 |
| Reincarcerated | 2,039 <br> $(23.7 \%)$ | 2,248 <br> $(26.2 \%)$ | 4,287 |
| Totals | 8,590 | 8,590 |  |
|  |  |  |  |

Reincarceration by Completion of a WSD CTE Class (Matched Samples)

|  | Completed CTE Class | Did Not Complete CTE <br> Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 4,437 <br> $(72.4 \%)$ | 4,477 <br> $(71.9 \%)$ | 8,914 |
| Reincarcerated | 1,692 <br> $(27.6 \%)$ | 1,751 <br> $(28.1 \%)$ | 3,443 |
| Totals | 6,129 | 6,228 |  |

Reincarceration by Completion of a WSD CTE Class (Matched Samples)


## Program Outcomes

Reincarceration by Participation in a WSD CIP Class (Matched Samples)


Reincarceration by Participation in a WSD CIP Class (Matched Samples)

|  | Participated in WSD CIP <br> Class | Did Not Participate in WSD <br> CIP Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 6,578 <br> $(76.0 \%)$ | 6,431 <br> $(74.3 \%)$ | 13,009 |
| Reincarcerated | 2,073 <br> $(24.0 \%)$ | 2,220 <br> $(25.7 \%)$ | 4,293 |
| Totals | 8,651 | 8,651 |  |



## High School Equivalence (HSE) Exam

Out of the 24,563 students enrolled in the Windham High
School Equivalency (HSE), 84\% of students completed their HSE. When examining the decision tree with Windham HSE completion as the outcome, the pathway with the highest percentage of HSE completion was made up of students who had greater than 11 years of education, TABE composite score was greater than 7.8 , had greater than 5 academic hours, whose student type was either ID, SAFP, or TF, and current incarceration was greater than 651 days. Within this group of characteristics, $99 \%$ of individuals completed their Windham HSE. Another group with a high percentage of Windham

HSE completion were individuals with greater than 11 years of education, TABE composite score was greater than 7.8 , academic hours was greater than 5 , student type was state jail, and greater than 21 years of age at release. From this group, 95\% completed their Windham HSE

Windham HSE Completion Tree


## IO

## Post-Release Employment

Employed Within One Year of Release

Out of the 131,511 total former residents, $46 \%$ were employed within one-year post-release. When examining the decision tree with post-release employment as the outcome, the pathway with the highest percentage of employment was made up of individuals who were less than or equal to 49.5 years of age at release, had more than 11 years of education, and whose resident type was SAFP. Within this group of characteristics, $65 \%$ were employed post-release. Additionally, $56 \%$ of individuals were employed post-release with resident type ID or TF , who were less than or equal to 49.5 years of age at release and had more than 11 years

## of education. Another group with a high percentage of

employment post-release were former residents who were less than or equal to 34.4 years of age at release, whose resident type was state jail, and had more than 11 years of education. From this group, $48 \%$ were employed post-release.

## Post-Release Employment Tree

 $\mathbf{N}=\mathbf{1 3 1 , 5 1 1}$

## Post-Release Retention

Retained After One Year of Release

Out of the 131,511 total former residents, $23 \%$ retained their
job at one-year follow-up. When examining the decision tree with post-release job retention at one year as the outcome, the pathway with the highest percentage of retained was made up of individuals whose wages at first employment were greater than 1,332 , had more than 11 years of education, had never been to state jail, and current incarceration was greater than 756 days. Within this group of characteristics, $41 \%$
of individuals retained post-release employment. Another
group with a high percentage of job retainment were former
residents whose wages at first employment were less than
or equal to 1,332 , had greater than 11 years of education, never went to state jail, and were black. From this group, $31 \%$ retained post-release employment at one year.


# 2021 Biennial Evaluation of Windham School District Programs 

Executive Summary

# 2021 Biennial Evaluation of Windham School District Programs 

Appendices


TEXAS TECH UNIVERSITY College of Human Sciences
Community, Family
\& Addiction Sciences

Table of Contents
$05 \cdots$ Institutional Disciplinary Violations Post-Release - Rearrests

Post-Release - Reincarcerations

Educational Achievement

Career and Technical Education - Courses High School Equivalence (HSE) Exam - HSE Post-Release Employment

## Propensity Score Matching

Propensity Score Matching (PSM) was used to account for the non-random program participation. Because Career and Technical Education (CTE), Cognitive Intervention Program (CIP), CHANGES, and Academic program participation were not randomly assigned, the program participants and non-participants could have differed in some baseline characteristics. Thus, any differences observed between the groups could have been due to these baseline characteristics rather than the program. PSM works by only comparing non-participants in the analysis with similar baseline characteristics as the participants.

We first chose baseline characteristics that could be confounding results. After an analysis of the data, a number of variables emerged for all programs (CTE, CIP, CHANGES, and Academic): sex, race, age at first arrest, age at most recent incarceration, whether the were state jail or prison student type, times previously been to prison and state jail, days served for current offense, offense category (e.g., burglary), years of education, Test of Adult Basic Education (TABE) score, whether
or not they had received a HSED, and number of minor and major disciplinary violations. All significantly predicted program participation (p <.05).

Next, using those variables, each resident was given a propensity score (ranging from 0-1) or being a participant in each program. Once the propensity scores were estimated, each participant from the treatment condition was matched with a participant from the control condition. To match, we used the nearest neighbor technique (Coca-Perraillon, 2006). After all program participants were matched with a non-participant with similar propensity cores, any remaining non-participants were dropped from the analysis. The number of remaining participants and non-participants re listed in the table below. Propensity score calculation and matching was completed through the MatchIt package (Ho, Imai, King, \& Stuart, 2011) within R (R Core Team, 2015).

|  | CTE | CIP | CHANGES |
| :--- | :--- | :--- | :--- |
| Academic |  |  |  |
| Participants | 8,590 | 8,651 | 14,214 |
| 16,808 |  |  |  |
| Non-participants | 8,590 | 8,651 | 14,214 |
| Total | 17,180 | 17,302 | 28,428 |

## Institutional Disciplinary Violations

"Time Lost" refers to days lost due to TDCJ institutional disciplinary violations.

| Total | Mean <br> (Standard Error) | Median |
| :--- | :--- | :--- |
| Minor Disciplinary <br> Incidents | 3.2 <br> $(6.6)$ | 1.0 |
| Major Disciplinary <br> Incidents | 1.6 <br> $(6.3)$ | 0.0 |
| Time Lost <br> (Days) | 57.3 <br> $(304.4)$ | 0.0 |

Annual rates are more accurate reflections of institutional problems because they take into account the different length of time individuals have to exhibit the behaviors. Annual rates thus "standardize" the measures and we can make apple-to-apple comparisons.

| Annual | Mean <br> (Standard Error) | Median |
| :--- | :--- | :--- |
| Minor Disciplinary Incidents | 1.8 <br> $(3.1)$ | 0.8 |
| Major Disciplinary Incidents | 0.6 <br> $(1.8)$ | 0.0 |
| Time Lost <br> (Days) | 9.8 <br> $(54.2)$ | 0.0 |

There were no relationships found between WSD programs and institutional disciplinary violations, probably because the rate of annual disciplinary violations is so low.

Further complicating trying to correlate WSD programs and institutional disciplinary violations is the varied timing among WSD program participation and when institutional disciplinary violations occur relative to taking programming.


## Post-Release

Rearrests

| Rearrest by Participation in a WSD Academic Program <br> (Matched Samples) |  |  |  |
| :---: | :---: | :---: | :---: |
| Participated in wsD <br> Academic Program | Did Not Participate in wsD <br> Academic Program | Totals |  |
| Not Rearrested | 7,550 <br> $(44.9 \%)$ | 8,058 <br> $(47.9 \%)$ | 15,608 |
| Rearrested | 9,258 <br> $(55.1 \%)$ | 8,750 <br> $(52.1 \%)$ | 18,008 |
| Totals | 16,808 | 16,808 |  |

Rearrest by Participation in a WSD Academic Program (Matched Samples)


Rearrest by Completion of a WSD Academic Program (Matched Samples)


## Post-Release

## Rearrests

Rearrest by Participation in CHANGES
(Matched Samples)

|  | Participated in <br> CHANGES Class | Did Not Participate in <br> CHANGES Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Rearrested | 6,475 <br> $(45.6 \%)$ | 7,021 <br> $(49.4 \%)$ | 13,496 |
| Rearrested | 7,739 <br> $(54.4 \%)$ | 7,193 <br> $(50.6 \%)$ | 14,932 |
| Totals | 14,214 | 14,214 |  |

Rearrest by Participation in CHANGES (Matched Samples)


Rearrest by Completion of CHANGES Class
(Matched Samples)

|  | Completed CHANGES <br> Class | Did Not Complete <br> CHANGES Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Rearrested | 7,913 <br> $(47.6 \%)$ | 8,467 <br> $(50.6 \%)$ | 16,380 |
| Rearrested | 8,700 |  |  |
| $(52.4 \%)$ | 8,260 <br> $(49.4 \%)$ | 16,960 |  |
| Totals | 16,613 | 16,727 |  |

Rearrest by Completion of CHANGES Class (Matched Samples)


## Post-Release

Rearrests

Rearrest by Participation in a CIP Class (Matched Samples)

|  | Participated in <br> WSD CIP Class | Did Not Participate in <br> WSD CIP Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Rearrested | 4,316 <br> $(49.9 \%)$ | 4,364 <br> $(50.4 \%)$ | 8,680 |
| Rearrested | 4,335 <br> $(50.1 \%)$ | 4,287 <br> $(49.6 \%)$ | 8,622 |
| Totals | 8,651 | 8,651 |  |

Rearrest by Participation in a CIP Class (Matched Samples)

2

Rearrest by Completion of a CIP Class (Matched Samples)

|  | Completed <br> WSD CIP Class | Did Not Complete <br> WSD CIP Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Rearrested | 5,128 <br> $(51.3 \%)$ | 5,192 <br> $(52.0 \%)$ | 10,320 |
| Rearrested | 4,861 | 4,797 |  |
| Totals | 9,989 | $(48.0 \%)$ | 9,658 |

Rearrest by Completion of a CIP Class (Matched Samples)


Post-Release
Rearrests
Rearrest by Participation in a CTE Class (Matched Samples)

|  | Participated in <br> WSD CTE Class | Did Not Participate in <br> WSD CTE Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Rearrested | 4,222 <br> $(49.2 \%)$ | 4,215 <br> $(49.1 \%)$ | 8,437 |
| Rearrested | 4,368 <br> $(50.8 \%)$ | 4,375 <br> $(50.9 \%)$ | 8,743 |
|  |  |  |  |

Rearrest by Participation in a CTE Class (Matched Samples)


Rearrest by Completion of a CTE Class (Matched Samples)

|  | Completed CTE Class | Did Not Complete CTE <br> Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Rearrested | 2,754 <br> $(44.9 \%)$ | 2,972 <br> $(47.7 \%)$ | 5,726 |
| Rearrested | 3,375 <br> $(55.1 \%)$ | 3,256 <br> $(52.3 \%)$ | 6,631 |
| Totals | 6,129 | 6,228 |  |

## Post-Release

Rearrests

Rearrest by Participation in an Academic Program and CTE (Matched Samples)
$\begin{array}{cc}\text { Participated in WSD } & \text { Did Not Participate in WSD } \\ \text { Academic \& CTE Class } & \text { Academic \& CTE Class }\end{array}$
Academic \& CTE Class Academic \& CTE Class

|  |  |  |  |
| :---: | :---: | :---: | :---: |
| Not Rearrested | 2,423 <br> $(48.3 \%)$ | 2,528 <br> $(50.4 \%)$ | 4,951 |
| Rearrested | 2,593 | 2,488 | 5,081 |
|  | $(51.7 \%)$ | $(49.6 \%)$ |  |
| Totals | 5,016 | 5,016 |  |
|  |  |  |  |

Rearrest by Participation in an Academic Program and CTE (Matched Samples)


## Post-Release

## Rearrests

Rearrest by Participation in CHANGES and CIP Class (Matched Samples)

Participated in Did Not Participate in CHANGES \& CIP Class CHANGES \& CIP Class

Totals

|  | CHANGES \& CIP Class | CHANGES \& CIP Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Rearrested | 2,003 <br> $(46.0 \%)$ | 2,112 <br> $(48.5 \%)$ | 4,115 |
| Rearrested | 2,350 <br> $(54.0 \%)$ | 2,241 <br> $(51.5 \%)$ | 4,591 |
| Totals | 4,353 | 4,353 |  |

Rearrest by Participation in CHANGES and CIP Class (Matched Samples)

Rearrest by Completion of CHANGES and
CIP Class (Matched Samples)

|  | Completed CHANGES <br> $\&$ CIP Class | Did Not Complete <br> CHANGES \& CIP Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Rearrested | 3,112 <br> $(50.1 \%)$ | 3,164 <br> $(50.9 \%)$ | 6,276 |
| Rearrested | 3,099 <br> $(49.9 \%)$ | 3,047 <br> $(49.1 \%)$ | 6,146 |

## Totals

6,211
6,211

Rearrest by Completion of CHANGES and CIP Class (Matched Samples)


## Post-Release

Rearrest by Participation in WSD Academic, CHANGES, CIP and CTE Class (Matched Samples)

|  | Participated in CHANGES Class | Did Not Participate in CHANGES Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Rearrested | $\begin{gathered} 620 \\ (45.1 \%) \end{gathered}$ | $\begin{gathered} 659 \\ (47.9 \%) \end{gathered}$ | 1,279 |
| Rearrested | $\begin{gathered} 756 \\ (54.9 \%) \end{gathered}$ | $\begin{gathered} 717 \\ (52.1 \%) \end{gathered}$ | 1,473 |
| Totals | 1,376 | 1,376 |  |

Rearrest by Participation in WSD Academic, CHANGES, CIP and CTE Class (Matched Samples)



## Post-Release

Reincarcerations

There are many factors related to arrest, conviction, and incarceration. We believe the majority of these factors are related to (1) what constitutes criminal behavior, and particularly what is defined as a felony, and (2) how residents (or potential residents) interact with law enforcement and criminal justice systems (e.g., police officers, district attorneys, judges, probation and parole fficers) and the ways these personnel consequate behaviors.

Reincarceration by Participation in a WSD Academic Class (Matched Samples)


Reincarceration by Participation in a WSD Academic Class (Matched Samples)

Participated in WSD
articipated in WSD
Academic Program

Did Not Participate in WSD Academic Program

Totals

|  |  |  |  |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 12,084 <br> $(71.9 \%)$ | 11,934 <br> $(71.0 \%)$ | 24,018 |
|  |  |  |  |
| Reincarcerated | 4,724 | 4,874 |  |
|  | $(28.1 \%)$ | $(29.0 \%)$ | 9,598 |
|  |  |  |  |

Reincarceration by Completion of a WSD Academic Class (Matched Samples)
 (Matched Samples)

|  | Completion of WSD <br> Academic Program | Did Not Complete a WSD <br> Academic Program | Totals |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 11,341 <br> $(71.4 \%)$ | 11,356 <br> $(71.3 \%)$ | 22,697 |
| Reincarcerated | 4,536 |  |  |
| $(28.6 \%)$ | 4,573 <br> $(28.7 \%)$ | 9,109 |  |
| Totals | 15,877 | 15,929 |  |

## Post-Release

Reincarcerations
Reincarceration by Participation in a WSD CTE Class (Matched Samples)


Reincarceration by Completion of a WSD CTE Class (Matched Samples)

|  | Completed CTE Class | Did Not Complete <br> CTE Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 4,437 <br> $(72.4 \%)$ | 4,477 <br> $(71.9 \%)$ | 8,914 |
| Reincarcerated | 1,692 <br> $(27.6 \%)$ | 1,751 <br> $(28.1 \%)$ | 3,443 |
| Totals | 6,129 | 6,228 |  |

Reincarceration by Completion of a WSD CTE Class (Matched Samples)


## Post-Release

Reincarcerations

Reincarceration by Participation in a WSD CHANGES Class (Matched Samples)

|  | Participated in <br> CHANGES Class | Did Not Participate in <br> CHANGES Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 10,465 <br> $(73.6 \%)$ | 10,299 <br> $(72.5 \%)$ | 20,764 |
| Reincarcerated | 3,749 <br> $(26.4 \%)$ | 3,915 <br> $(27.5 \%)$ | 7,664 |
| Totals | 14,214 | 14,214 |  |

Reincarceration by Participation in a WSD CHANGES Class (Matched Samples)


Reincarceration by Completion of a WSD CHANGES Class (Matched Samples)


Reincarceration by Completion of a WSD CHANGES Class (Matched Samples)

|  | Completed CHANGES <br> Class | Did Not Complete <br> CHANGES Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 12,362 <br> $(74.4 \%)$ | 12,318 <br> $(73.6 \%)$ | 24,680 |
| Reincarcerated | 4,251 | 4,409 <br> $(25.6 \%)$ | 8,660 |
| Totals | 16,613 | 16,727 |  |

## Post-Release

## Reincarcerations

Reincarceration by Participation in a WSD CIP Class (Matched Samples)


Reincarceration by Participation in a WSD CIP Class (Matched Samples)

|  | Participated in WSD CIP <br> Class | Did Not Participate in WSD <br> CIP Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 6,578 <br> $(76.0 \%)$ | 6,431 <br> $(74.3 \%)$ | 13,009 |
| Reincarcerated | 2,073 <br> $(24.0 \%)$ | 2,220 <br> $(25.7 \%)$ | 4,293 |
| Totals | 8,651 | 8,651 |  |
|  |  |  |  |

Reincarceration by Completion of a WSD CIP Class (Matched Samples)

|  | Completed WSD CIP <br> Class | Did Not Complete WSD <br> CIP Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 7,766 <br> $(77.7 \%)$ | 7,483 <br> $(74.9 \%)$ | 15,249 |
| Reincarcerated | 2,223 <br> $(22.3 \%)$ | 2,506 <br> $(25.1 \%)$ | 4,729 |
| Totals | 9,989 | 9,989 |  |

Reincarceration by Completion of a WSD CIP Class (Matched Samples)


## Post-Release

Reincarcerations

Reincarceration by Participation in WSD Academic and CTE Class (Matched Samples)


Reincarceration by Participation in WSD Academic and CTE Class
(Matched Samples)
Participated in Did Not Participate in WSD Ach Totals

|  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Not Reincarcerated | 3,738 <br> $(74.5 \%)$ | 3,695 <br> $(73.7 \%)$ | 7,433 |
|  | Reincarcerated | 1,278 |  |  |
| $(25.5 \%)$ | 1,321 | 2,599 |  |  |
|  |  |  | $(26.3 \%)$ |  |

Totals
5,016
5,016


## Post-Release

Reincarcerations

Reincarceration by Participation in a WSD CHANGES and CIP Class (Matched Samples)


Reincarceration by Participation in a WSD CHANGES and CIP Class (Matched Samples)

| Samples) | Participated in WSD <br> CHANGES \& CIP Class | Did Not Participate in WSD <br> CHANGES \& CIP Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 3,163 <br> $(72.7 \%)$ | 3,138 <br> $(72.1 \%)$ | 6,301 |
| Reincarcerated | 1,190 | 1,215 |  |

Totals
4,353
4.353

Reincarceration by Completion of a WSD CHANGES and CIP Class (Matched Samples)

|  | Completed WSD <br> CHANGES \& CIP Class | Did Not Complete WSD <br> CHANGES \& CIP Class | Totals |
| :---: | :---: | :---: | :---: |
| Not Reincarcerated | 4,730 <br> $(76.2 \%)$ | 4,589 <br> $(73.9 \%)$ | 9,319 |
| Reincarcerated | 1,481 |  |  |
| $(23.8 \%)$ | 1,622 <br> $(26.1 \%)$ | 3,103 |  |
| Totals | 6,211 | 6,211 |  |

Reincarceration by Completion of a WSD CHANGES and CIP Class (Matched Samples)


## Post-Release

Reincarcerations

Reincarceration by Participation in WSD Academic, CTE, CHANGES and CIP Class (Matched Samples)


Reincarceration by Participation in WSD Academic, CTE, CHANGES and CIP Class (Matched Samples)


## Educational Achievement

Grade-Level Gains on the Test of Adult Basic
Education (TABE)

All three variables (Reading, Math, and Composite) had highly
skewed distributions, which means that a few very high values can increase the mean (average), and thus the median is a better measure of "average"
effectiveness/impact.

Grade Gains

|  | Mean <br> (Standard Deviation) | Median |
| :--- | :---: | :---: |
| TABE Reading | 2.51 <br> $(1.98)$ | 2.3 |
| TABE Math | 2.71 <br> $(2.00)$ | 2.4 |
| TABE Language | $(2.39)$ |  |
| TABE Composite | 2.59 <br> $(1.83)$ | 2.0 |

Sample of academic participants with two or more valid TABE tests.


## Career and Technical Education

| Courses |  |  |  |
| :---: | :---: | :---: | :---: |
| Class Name | Mean Hours | Median Hours | SD |
| Assembler Technician (Cabinetmaker) | 169.9 | 182 | 92 |
| Audio Video Entertainment | 62.2 | 49 | 43.8 |
| Auto Collision Repair \& Refinishing Technology | 540.4 | 590 | 263.9 |
| Auto Mechanic | 4 | 4 | NA |
| Auto Mechanics | 124.3 | 114.5 | 82.9 |
| Auto Specialization | 416.1 | 479.5 | 267.4 |
| Automobile Mechanic | 133.5 | 116 | 112 |
| Automobile-Body Repairer | 84.1 | 68 | 95.7 |
| Automotive Specialization (Air Cond. \& Heating) | 523.2 | 599 | 249.1 |
| Automotive Specialization (Air Conditioning) | 75 | 84 | 42.6 |
| Automotive Specialization (Auto Fundamentals) | 370.2 | 372 | 257.7 |
| Automotive Specialization (Brakes) | 496.3 | 559.5 | 282.5 |
| Automotive Specialization (Detailing) | 40 | 40 | 11.3 |
| Automotive Specialization (Electronics) | 461 | 516 | 318.6 |
| Automotive Specialization (Engine Performance) | 527.8 | 572 | 343.8 |
| Automotive Specialization (Radiator Repair) | 475.7 | 553 | 245.4 |
| Automotive Specialization (Suspension/Steering) | 554.8 | 625 | 242.7 |
| Automotive Specialization (Transmission) | 543.5 | 589.5 | 235.7 |
| Automotive Technician Specialists | 222.7 | 268 | 162.1 |
| Baker | 104.9 | 75 | 116.7 |
| Barbering | 1014.6 | 1232 | 545.2 |
| Bcis Outlook/Access | 102.8 | 99 | 68.6 |
| Bcis Word/Excel | 135.8 | 126.5 | 78.3 |


| Class Name | Mean Hours | Median Hours | SD |
| :--- | :---: | :---: | :---: |
| Bindery Worker | 30.6 | 25.5 | 28.8 |
| Braille Reproduction Tech-General Knowl- <br> edge | 168 | 168 | 42.4 |
| Braille Reproduction Tech-Nemeth Braille | 73 | 73 | NA |
| Braille Reproduction Tech-Textbook Format- <br> ting | 74 | 74 | 53.7 |
| Bricklayer | 330 | 330 | 17 |
| Bricklaying/Stone Masonry | 483.4 | 553 | 259.7 |
| Building Maintenance | 44.5 | 50.5 | 34.3 |
| Building Trades | 112.8 | 88 | 104.9 |
| Building Trades I | 393.5 | 391.5 | 111.4 |
| Business Computer Information Systems I | 296.4 | 303 | 159.6 |
| Business Computer Information Systems Ii | 496.4 | 539 | 278.6 |
| Business Image Management And Multimedia | 515.2 | 567 | 266.1 |
| Business Information Processing | 394.9 | 422.5 | 171.4 |
| Business Support Systems | 282.2 | 219 | 223.2 |
| Business, Other | 689 | 689 | NA |
| Butcher, All-Round | 332.7 | 168 | 357.8 |
| Cabinet Maker | 138.2 | 71 | 214.7 |
| Cabinet Maker (Modular Furniture) | 120 | 120 | NA |
| Carpenter | 1144 | 1144 | NA |
| Cleaning Related | 603 | 611 | 216.4 |
| Cnc Machining | 174.7 | 116 | 230.7 |
| Communications \& Media Systems | 308 | 273 | 186.5 |
| Comprehensive Home Economics | 464.5 | 242.7 |  |
| Computer Aided Drafting | 506.3 | 389.5 | 94.8 |
| Computer Maintenance Technician | 79.3 | 284.7 |  |
| Computer Peripheral Equipment Operator |  |  | 58.4 |
| Computer Programmer (Computer Console) | 147.8 |  |  |


| Class Name | Mean Hours | Median Hours | SD |
| :---: | :---: | :---: | :---: |
| Computer Programmer (Gis) | 90 | 112 | 63.7 |
| Construction Carpentry (Building Trades Ii) | 494.3 | 561 | 277 |
| Construction Fundamentals | 94.9 | 105 | 57.5 |
| Construction-Maintenance Systems | 79 | 79 | 26.9 |
| Cook | 114.1 | 52 | 142.9 |
| Cook/Chef | 2 | 2 | 0 |
| Copper Network Cabling | 50.5 | 30 | 41.6 |
| Culinary Arts | 451.9 | 530.5 | 256.7 |
| Culinary Arts Short Course | 249.9 | 285 | 145 |
| Custodial Technician | 468.3 | 547 | 261.9 |
| Cvae Bldg Main | 355.3 | 260 | 298.9 |
| Cvae Business Office Services | 311 | 395 | 196.1 |
| Cvae Cook Chef (Bak) | 231 | 231 | 182.4 |
| Cvae Coop | 330 | 271 | 287.4 |
| Cvae Facility Care | 247.4 | 169 | 189.8 |
| Cvae Gen Const Trades | 0 | 0 | 0 |
| Cvae Inst Maint | 154.7 | 137 | 148.4 |
| Cvae Office Dup | 266.3 | 277 | 78.5 |
| Dental Laboratory | 136 | 136 | NA |
| Dental-Laboratory Tech. | 213.4 | 142 | 217.2 |
| Diesel Mechanics | 513 | 601 | 291.7 |
| Diversified Career Prep | 343.3 | 284 | 292.6 |
| Electric Line Construction | 217.2 | 187 | 109.9 |
| Electrical Trades | 488.3 | 557 | 266.8 |
| Electrical Trades (Commercial \& Industrial) | 399.2 | 436 | 251.6 |


| Courses <br> Class Name | Mean Hours | Median Hours | SD |
| :---: | :---: | :---: | :---: |
| Electrical-Electronic Systems | 198 | 198 | NA |
| Electrician | 255.8 | 113 | 224.7 |
| Electronic Systems Technician | 143 | 155 | 54.2 |
| Electronics | 499.7 | 419 | 361.4 |
| Energy Management | 30.4 | 30 | 17.5 |
| Entrepreneurship | 69.3 | 84 | 33.3 |
| Environmental Tech. I | 40 | 40 | 0 |
| Environmental Tech. Ii | 60.8 | 62 | 32.7 |
| Equine Science (Horse Shoeing) | 80.7 | 90 | 18 |
| Facility Care | 350.7 | 349 | 260.4 |
| Fiber Optic Network Cabling | 51.7 | 35 | 43.7 |
| Floriculture | 577.5 | 622 | 180.9 |
| Food And Fiber Production | 43 | 43 | 52.3 |
| Food Production, Management, And Services | 505.1 | 555 | 218.7 |
| Furniture Upholsterer | 93 | 93 | 58 |
| Graphic Arts | 492.5 | 586 | 259.1 |
| Graphic Arts (Silk Screening) | 50 | 51 | 2.5 |
| Graphic Designer | 165.9 | 165 | 108.8 |
| Health Science Technology (Dental Lab Aide) | 577.4 | 636 | 340.8 |
| Heating, Ventilation, Air Cond. (Window Unit) | 69 | 83 | 32.6 |
| Heating, Ventilation, Air Cond. \& Refrig. | 507.5 | 549 | 264.8 |
| Horticulture | 477.1 | 520.5 | 319.8 |
| Horticulture Specialist | 389.2 | 442 | 266.1 |
| Horticulturist | 157.2 | 96 | 177.6 |
| Hospital Cleaning | 54.5 | 59 | 23.4 |
| Hospitality And Tourism | 518.9 | 599.5 | 229.2 |
| Hospitality Services | 410.3 | 382.5 | 231.2 |
| Hydraulics \& Pneumatics (Controls Technology) | 402.9 | 466.5 | 273.1 |

Courses

| Class Name | Mean Hours | Median Hours | SD |
| :---: | :---: | :---: | :---: |
| Industrial \& Manufacturing Systems | 461.8 | 535 | 264.1 |
| Industrial Clean | 49.7 | 58 | 19.2 |
| Industrial Electronics (Circuit Board Repair) | 280.6 | 227 | 239.3 |
| Industrial Equipment Repair | 486.2 | 564 | 309.5 |
| Institutional Maintenance | 288.5 | 276 | 230 |
| Institutional Maintenance, Management \& Serv. | 345.2 | 359 | 200.9 |
| Intro. To Food Services (Short Order Cook) | 41.8 | 45 | 17.7 |
| Introduction To Construction Careers | 314.5 | 196 | 267.2 |
| Introduction To Food Services (Baker Helper) | 61.1 | 59.5 | 23.1 |
| Introduction To Upholstery/Furniture Repair | 37.6 | 49.5 | 23.9 |
| Keyboarding | 83.3 | 84 | 63.2 |
| Keyboarding Ii | 7.7 | 7 | 4 |
| Landscape Design, Construction \& Maintenance | 473.1 | 537.5 | 275.8 |
| Landscape Technician | 64.2 | 61 | 45.7 |
| Machine Shop | 296.9 | 224 | 264.8 |
| Machine Shop (Cad/Cam) | 468.2 | 472 | 288 |
| Maintenance Mechanic (Hydraulics \& Pneumatics) | 309.6 | 204 | 237.9 |
| Maintenance Mechanic (Sewing Machine Repairer) | 65.8 | 32.5 | 73.8 |
| Maintenance Mechanic Buil | 15 | 13 | 4.4 |
| Maintenance Repairer, Building | 107.2 | 68 | 111.8 |
| Major Appliance Service Technology | 426.5 | 492.5 | 285 |
| Marketing Computer Applications | 600 | 455 | 438.7 |
| Meat Cutting | 467.2 | 549 | 250.5 |
| Mechanic, Industrial Truck | 63.9 | 36 | 72.3 |
| Metal Fabricator | 128.6 | 116.5 | 135 |

Courses

| Class Name | Mean Hours | Median Hours | SD |
| :---: | :---: | :---: | :---: |
| Metal Technology Systems | 685.4 | 847 | 379.9 |
| Microcomputer Applications | 365.9 | 347 | 291.8 |
| Microfilm Camera Operator | 54.3 | 24 | 53.2 |
| Mill \& Cabinetmaking | 493.8 | 564 | 268.8 |
| Offset-Press Operator I | 157.4 | 76 | 213.3 |
| Osha Construction | 11 | 10 | 2.6 |
| Osha General | 10.8 | 10 | 2.3 |
| Painting \& Decorating | 523.6 | 591 | 265.1 |
| Painting \& Decorating (Dry Wall) | 56.4 | 69 | 39.6 |
| Painting \& Decorating (Painting \& Wallpapering) | 38.1 | 42 | 26.7 |
| Painting \& Decorating (Remodeling) | 405.2 | 499.5 | 264.3 |
| Painting And Decorating (Wall \& Floor Trades) | 438.8 | 527 | 282.9 |
| Personal \& Family Dev. (Skills For Living) | 518.5 | 584 | 278.1 |
| Piping Trades/Plumbing | 489.2 | 565 | 251.3 |
| Plant Maintenance | 546 | 601 | 288.4 |
| Plant Processing (Warehouse Equip. Operations) | 86 | 99 | 41.3 |
| Plumber | 84 | 81 | 68.8 |
| Plumbing | 418.4 | 484.5 | 195.8 |
| Principles Of Technology | 286.3 | 248 | 225.1 |
| Printing \& Imaging Technology | 580.1 | 623.5 | 360 |
| Reproduction Technician | 75.2 | 72.5 | 17.4 |
| Restaurant Management | 501.2 | 552 | 252.6 |
| Retail Merchandising | 276.8 | 126 | 266.6 |
| Retailing | 67.6 | 72 | 27 |
| Self-Study Industry Certification Testing | 1.8 | 2 | 0.5 |
| Sheet Metal | 440.2 | 524 | 276.1 |
| Sheet Metal Worker | 35.8 | 23 | 35.6 |
| Small Engine Cycle | 392.9 | 448.5 | 285.4 |

## Courses

|  | Mean Hours | Median Hours | SD |
| :--- | :---: | :---: | :---: |
| Small Engine Repair | 502.2 | 579 | 286.5 |
| Small Engine Repair - Motorcycle/Atv | 447.5 | 521.5 | 264.5 |
| Tech. Introduction To Computer-Aided Draft- <br> ing <br> Technology Systems (Basic Boiler Opera- <br> tions) | 431.8 | 478 | 281 |
| Telecommunications Technologies | 110.1 | 94 | 35.4 |
| Textile \& Apparel Prod., Management, And <br> Serv. | 44.9 | 34 | 32.7 |
| Textile Apparel Prod. \& Serv. (Garment) | 366.2 | 411 | 244.3 |
| Textile Apparel Prod. \& Serv. (Inst. Laundry) | 80.8 | 92 | 46.6 |
| Textile Apparel Prod. \& Serv. (Spinning) | 67.5 | 86.5 | 28.5 |
| Textile Apparel Prod. \& Serv. (Weaving) | 50 | 50 | 0 |
| Transportation Systems | 329 | 50 | 11.4 |
| Truck Driving | 579 | 329 | 371.9 |
| Value-Added \& Food Processing | 678.7 | 618 | 249.9 |
| Vcp-Com And Media Systems-Literacy | 88.6 | 100.5 | 351.1 |
| Vcp-Com And Media Systems-Math | 123 | 138.5 | 27.7 |
| Vcp-Com And Media Systems-Tactile | 29.7 | 30 | 32 |
| Vcp-Com And Media Systems-Textbook | 124.4 | 133.5 | 0.8 |
| Formatting | 329.9 | 125 | 27 |
| Veh Bricklaying | 191.6 | 222 | 365.7 |
| Veh Building Maintenance | 152.1 | 113.5 | 174.8 |
| Veh Business Office Services | 174.9 | 62 | 124.5 |
| Veh Facility Care | 175.8 | 66 | 221.1 |
| Veh General Construction Trades | 185.3 | 113.5 | 247.3 |
| Veh Horticulture Related | 185.8 | 151.5 | 189.5 |
| Veh Piping Trades/Plumbing |  |  | 170 |



## Courses

| Class Name | Mean Hours | Median Hours | SD |
| :--- | :---: | :---: | :---: |
| Vocational Final Exam | 2.1 | 2 | 0.6 |
| Welder, Combination | 151.6 | 78 | 182.1 |
| Welding | 494.4 | 554 | 285.6 |
| Welding (Shielded Metal Arc) | 62.6 | 79 | 29 |
| Windham Vocational | 307.3 | 210 | 291.7 |
| Word Processing Applications | 78.3 | 86 | 22.1 |

## High School Equivalence (HSE) Exam

Out of the 24,563 students enrolled in the Windham High School Equivalency (HSE), 84\% of students completed their HSE. When examining the decision tree with Windham HSE completion as the outcome, the pathway with the highest percentage of HSE completion was made up of students who had greater than 11 years of education, TABE composite score was greater than 7.8 , had greater than 5 academic hours, whose student type was either ID, SAFP, or TF, and curre incarceration was greater than 651 days. Within this group of characteristics, $99 \%$ of individuals completed their Windham HSE. Another group with a high percentage of Windham HSE completion were individuals with greater than 11 years
of education, TABE composite score was greater than 7.8 ,
academic hours was greater than 5 , student type was state jail, and greater than 21 years of age at release. From this group, 95\% completed their Windham HSE.

## Windham HSE Completion Tree <br> $\mathrm{N}=\mathbf{2 4 , 5 6 3}$



46

## Post-Release Employment

WSD Former Students

| Types of Employment Obtained Upon Release |  |  |
| :---: | :---: | :---: |
| Name | NaIC's Code | Frequency |
| Accommodation and Food Services | 72 | 19411 |
| Administrative and Support and Waste Management and Remediation Services | 56 | 27223 |
| Agriculture, Forestry, Fishing and Hunting | 11 | 933 |
| Arts, Entertainment, and Recreation | 71 | 791 |
| Construction | 23 | 10403 |
| Educational Services | 61 | 88 |
| Finance and Insurance | 52 | 360 |
| Health Care and Social Assistance | 62 | 2489 |
| Information | 51 | 373 |
| Management of Companies and Enterprises | 55 | 196 |
| Manufacturing | 31, 33, 32 | 9370 |
| Mining, Quarrying, and Oil and Gas Extraction | 21 | 1486 |
| Other Services (except Public Administration) | 81 | 3875 |
| Professional, Scientific, and Technical Services | 54 | 1753 |
| Public Administration | 92 | 194 |
| Real Estate and Rental and Leasing | 53 | 753 |
| Retail Trade | 44, 45 | 6635 |
| Transportation and Warehousing | 48, 49 | 2739 |
| Utilities | 22 | 57 |
| Wholesale Trade | 42 | 3122 |



## Post-Release Employment <br> Wage Differential

Of the residents employed post-release, their average first quarter salary was \$2,023 (SD = \$2,322) for all released residents.
[Breakdown by WSD programs is in the table on the adjacent page.]

The difference between first quarter salary and quarterly salary at one year after employment was \$403 (SD = \$3,672) for all released residents. [Breakdown by WSD programs is in the table.]

|  | Employed at 1 Year | Average First Quarter Wages | Standard Deviation | Retained | Wage Difference | Standard <br> Deviation |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| All Released Residents | 46\% | \$2,023 | \$2,322 | 23\% | \$403 | \$3,672 |
| No WSD <br> Programs | 42\% | \$2,004 | \$1,829 | 21\% | \$377 | \$2,399 |
| Academic <br> Participant | 48\% | \$1,938 | \$1,794 | 24\% | \$320 | \$2,409 |
| Vocational Participant | 53\% | \$2,141 | \$1,967 | 28\% | \$601 | \$2,779 |
| CIP Participant | 54\% | \$2,130 | \$1,973 | 29\% | \$676 | \$2,877 |
| CHANGES <br> Participant | 49\% | \$2,072 | \$1,940 | 24\% | \$296 | \$2,574 |
|  <br> Vocational <br> Participants | 50\% | \$2,067 | \$1,859 | 27\% | \$527 | \$2,613 |
| CHANGES \& CIP Participants | 53\% | \$2,100 | \$1,989 | 26\% | \$404 | \$2,715 |
| Academic, Vocational, CHANGES \& CIP Participants | 52\% | \$2,026 | \$1,870 | 25\% | \$215 | \$2,554 |
| Academic Completion | 49\% | \$1,947 | \$1,808 | 24\% | \$271 | \$2,405 |
| Vocational Completion | 50\% | \$2,040 | \$1,859 | 25\% | \$507 | \$2,590 |
| CHANGES Completion | 51\% | \$2,103 | \$1,970 | 26\% | \$323 | \$2,625 |

## Post-Release Employment

Employed Within One Year of Release

Out of the 131,511 total former residents, $46 \%$ were employed within one-year post-release. When examining the decision tree with post-release employment as the outcome, the pathway with the highest percentage of employment was made up of individuals who were less than or equal to 49.5 years of age at release, had more than 11 years of education, and whose resident type was SAFP. Within this group of characteristics, $65 \%$ were employed post-release. Additionally, $56 \%$ of individuals were employed
post-release with resident type ID or TF, who were less than or equal to 49.5 years of age at release and had more than 11 years of education. Another group with a high percentage of employment post-release were former residents who were less than or equal to 34.4 years of age at release, whose student type was state jail, and had more than 11 years of education. From this group, $48 \%$ were employed post-release.

Post-Release Employment Tree
$\mathrm{N}=\mathbf{1 3 1 , 5 1 1}$


## Post-Release Retention

Retained After One Year of Release

Out of the 131,511 total former residents, $23 \%$ retained their job at one-year follow-up. When examining the decision tree with post-release job retention at one year as the outcome, the pathway with the highest percentage of retained was made up of individuals whose wages at first employment were greater than 1,332, had more than 11 years of education, had never been to state jail, and current incarceration was greater than 756 days. Within this group of characteristics, $41 \%$ of individuals retained post-release employment

## Another group with a high percentage of job

retainment were former residents whose wages at first employment were less than or equal to 1,332 , had greater than 11 years of education, never went to state jail, and were black. From this group, $31 \%$ retained post-release employment at one year.

Post-Release Job Retention Tree
$\mathrm{N}=131,511$


# 2021 Biennial Evaluation of Windham School District Programs Appendices 

