2021 Biennial Evaluation of Windham School District Programs

Executive Summary



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.

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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 Academic Program	Did Not Participate in WSD Academic Program	Totals
Not Reincarcerated	12,084 (71.9%)	11,934 (71.0%)	24,018
Reincarcerated	4,724 (28.1%)	4,874 (29.0%)	9,598
Totals	16,808	16,808	





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 Class	Did Not Participate in WSD CTE Class	Totals
Not Reincarcerated	6,551 (76.3%)	6,342 (73.8%)	7,433
Reincarcerated	2,039 (23.7%)	2,248 (26.2%)	4,287
Totals	8,590	8,590	

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

		Complete	d CTE Clas	s Did N	lot Complet Class	te CTE	Totals
Not Reir	ncarcerated	4. (72	,437 2.4%)		4,477 (71.9%)		8,914
Reinca	arcerated	1, (27	,692 7.6%)		1,751 (28.1%)		3,443
То	otals	6,	,129		6,228		
	Reinc Samp	arceratio bles)	n by Co	ompletio	n of a V	VSD CT	E Cla
	4,500 —		72.4%				71.9%
	4,000 —						-
	3,500 —						
	3,000 —						-
	2,500 —			27.6%			_
	2,000 —			27.070			-
	1,500 —						-
	1,000 —						_
	500 —						
	0 —		4,437	1,692			4,47
			Completed C	TE Class	Reincarcerated	 Reincarcerate 	Did N d

ass (Matched



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 Class	Did Not Participate in WSD CIP Class	Totals	
Not Reincarcerated	6,578 (76.0%)	6,431 (74.3%)	13,009	
Reincarcerated	2,073 (24.0%)	2,220 (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

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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 N = 24,563





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 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.







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Appendices



TEXAS TECH UNIVERSITY College of Human Sciences **Community, Family** & Addiction Sciences^{**}

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nsity Score Matching

tional Disciplinary Violations

elease - Rearrests

elease - Reincarcerations

tional Achievement

r and Technical Education - Courses

School Equivalence (HSE) Exam - HSE

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 they 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

			01111(020	rieddenne
Participants 8,5	590	8,651	14,214	16,808
Non-participants 8,5	590	8,651	14,214	16,808
Total 17,	,180	17,302	28,428	33,616

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) for 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 scores, any remaining non-participants were dropped from the analysis. The number of remaining participants and non-participants are 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).

Institutional Disciplinary Violations

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

Total	Mean (Standard Error)	Median
Minor Disciplinary Incidents	3.2 (6.6)	1.0
Major Disciplinary Incidents	1.6 (6.3)	0.0
Time Lost (Days)	57.3 (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 (Standard Error)	Median
Minor Disciplinary Incidents	1.8 (3.1)	0.8
Major Disciplinary Incidents	0.6 (1.8)	0.0
Гіme Lost (Days)	9.8 (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

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

	Participated in WSD Academic Program	Did Not Participate in WSD Academic Program	Totals
Not Rearrested	7,550 (44.9%)	8,058 (47.9%)	15,608
Rearrested	9,258 (55.1%)	8,750 (52.1%)	18,008
Totals	16,808	16,808	

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

	Completion of a WSD Academic Program	Did WSD A
Not Rearrested	7,114 (44.8%)	
Rearrested	8,763 (55.2%)	
Totals	15,877	

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

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

Not Complete a Academic Program	Totals	
7,701 (48.3%)	14,815	
8,228 (51.7%)	16,991	
15,929		A RA

Post-Release Rearrests

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Rearrest by Participation in CHANGES (Matched Samples)

	Participated in CHANGES Class	Did Not Participate in CHANGES Class	Totals
Not Rearrested	6,475 (45.6%)	7,021 (49.4%)	13,496
Rearrested	7,739 (54.4%)	7,193 (50.6%)	14,932
Totals	14,214	14,214	

Rearrest by Completion of CHANGES Class (Matched Samples)

	Completed CHANGES Class	Did Not Complete CHANGES Class	Totals
Not Rearrested	7,913 (47.6%)	8,467 (50.6%)	16,380
Rearrested	8,700 (52.4%)	8,260 (49.4%)	16,960
Totals	16,613	16,727	

Rearrest by Participation in CHANGES (Matched Samples)

Not Rearrested Rearrested

Rearrest by Completion of CHANGES Class

Post-Release

Rearrests

Rearrest by Participation in a CIP Class (Matched Samples)

	Participated in WSD CIP Class	Did Not Participate in WSD CIP Class	Totals
Not Rearrested	4,316 (49.9%)	4,364 (50.4%)	8,680
Rearrested	4,335 (50.1%)	4,287 (49.6%)	8,622
Totals	8,651	8,651	

Rearrest by Participation in a CIP Class (Matched Samples)

Rearrest by Completion of a CIP Class (Matched Samples)

	Completed WSD CIP Class	Did Not Complete WSD CIP Class	Totals
Not Rearrested	5,128 (51.3%)	5,192 (52.0%)	10,320
Rearrested	4,861 (48.7%)	4,797 (48.0%)	9,658
Totals	9,989	9,989	
		all	

Rearrest by Completion of a CIP Class (Matched Samples)

Not Rearrested Rearrested

Post-Release Rearrests

Rearrest by Participation in a CTE Class (Matched Samples)

	Participated in WSD CTE Class	Did Not Participate in WSD CTE Class	Totals
Not Rearrested	4,222 (49.2%)	4,215 (49.1%)	8,437
Rearrested	4,368 (50.8%)	4,375 (50.9%)	8,743
Totals	8,590	8,590	

Rearrest by Completion of a CTE Class (Matched Samples)

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 Class	Totals
Not Rearrested	2,754 (44.9%)	2,972 (47.7%)	5,726
Rearrested	3,375 (55.1%)	3,256 (52.3%)	6,631
Totals	6,129	6,228	

Post-Release

Rearrests

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

	Participated in WSD Academic & CTE Class	Did Not Participate in WSD Academic & CTE Class	Totals
Not Rearrested	2,423 (48.3%)	2,528 (50.4%)	4,951
Rearrested	2,593 (51.7%)	2,488 (49.6%)	5,081
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 CHANGES & CIP Class	Did Not Participate in CHANGES & CIP Class	Totals
Not Rearrested	2,003 (46.0%)	2,112 (48.5%)	4,115
Rearrested	2,350 (54.0%)	2,241 (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 & CIP Class	Did Not Complete CHANGES & CIP Class	Totals
Not Rearrested	3,112 (50.1%)	3,164 (50.9%)	6,276
Rearrested	3,099 (49.9%)	3,047 (49.1%)	6,146
Totals	6,211	6,211	

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

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Post-Release

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Rearrests

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	620 (45.1%)	659 (47.9%)	1,279
Rearrested	756 (54.9%)	717 (52.1%)	1,473
Totals	1,376	1,376	

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

Reincarceration by C (Matched Samples)

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 officers) and the ways these personnel consequate behaviors. Reincarceration by Participation in a WSD Academic Class (Matched Samples)

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

Not Reincarcerated Reincarcerated

Totals

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

	Participated in WSD Academic Program	Did Not Participate in WSD Academic Program	Totals
Not Reincarcerated	12,084 (71.9%)	11,934 (71.0%)	24,018
Reincarcerated	4,724 (28.1%)	4,874 (29.0%)	9,598
Totals	16,808	16,808	

Reincarceration by Completion of a WSD Academic Class

Completion of WSD Academic Program	Did Not Complete a WSD Academic Program	Totals
11,341 (71.4%)	11,356 (71.3%)	22,697
4,536 (28.6%)	4,573 (28.7%)	9,109
15,877	15,929	

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

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

	Participated in WSD CTE Class	Did Not Participate in WSD CTE Class	Totals
Not Reincarcerated	6,551 (76.3%)	6,342 (73.8%)	12,893
Reincarcerated	2,039 (23.7%)	2,248 (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 Class	Totals
Not Reincarcerated	4,437 (72.4%)	4,477 (71.9%)	8,914
Reincarcerated	1,692 (27.6%)	1,751 (28.1%)	3,443
Totals	6,129	6,228	

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

4 500			
4,500	72.4%		
4,000			
3,500			
3,000			
2,500			
2,000			
1,500			
1,000			
500			
	4,437		
0	Complet	ed C	Т

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

	Participated in CHANGES Class	Did Not Participate in CHANGES Class	Totals
Not Reincarcerated	10,465 (73.6%)	10,299 (72.5%)	20,764
Reincarcerated	3,749 (26.4%)	3,915 (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)

npleted CHANGES Class	Did Not Complete CHANGES Class	Totals
12,362 (74.4%)	12,318 (73.6%)	24,680
4,251 (25.6%)	4,409 (26.4%)	8,660
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 Class	Did Not Participate in WSD CIP Class	Totals
Not Reincarcerated	6,578 (76.0%)	6,431 (74.3%)	13,009
Reincarcerated	2,073 (24.0%)	2,220 (25.7%)	4,293
Totals	8,651	8,651	

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

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

ompleted WSD CIP Class	Did Not Complete WSD CIP Class	Totals
7,766 (77.7%)	7,483 (74.9%)	15,249
2,223 (22.3%)	2,506 (25.1%)	4,729
9,989	9,989	

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

uc	samples)	Participated in Academic & CTE Class	Did Not Participate in WSD Academic & CTE Class	Totals
	Not Reincarcerated	3,738 (74.5%)	3,695 (73.7%)	7,433
	Reincarcerated	1,278 (25.5%)	1,321 (26.3%)	2,599
	Totals	5,016	5,016	

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

Completed WSD Did Not Complete WSD Totals							
	Not Reincarcerated	4,730 (76.2%)	4,589 (73.9%)	9,319			
	Reincarcerated	1,481 (23.8%)	1,622 (26.1%)	3,103			
	Totals	6,211	6,211				
Beincarceration by Completion of a WSD CHANGES and CIP Class							

(Matched Samples)

Reincarceration by Participation in a WSD CHANGES and CIP Class d S (Matche

ed	Samples)	Participated in WSD CHANGES & CIP Class	Did Not Participate in WSD CHANGES & CIP Class	Totals	
	Not Reincarcerated	3,163 (72.7%)	3,138 (72.1%)	6,301	
	Reincarcerated	1,190 (27.3%)	1,215 (27.9%)	2,405	
	Totals	4,353	4,353		

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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)

	Participated in WSD Academic, CTE, CHANGES and CIP Class	Did Not Participate in WSD Academic, CTE, CHANGES and CIP Class	Totals
Not Reincarcerated	951 (69.1%)	990 (71.9%)	1,941
Reincarcerated	425 (30.9%)	386 (28.1%)	811
Totals	1,376	1,376	

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 (Standard Deviation)	Median
TABE Reading	2.51 (1.98)	2.3
TABE Math	2.71 (2.00)	2.4
TABE Language	3.25 (2.39)	3.0
TABE Composite	2.59 (1.83)	2.4

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 Technol- ogy	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 Fundamen- tals)	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/Steer- ing)	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

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Courses

Class Name
Bindery Worker
Braille Reproduction Tech-General Knowl- edge
Braille Reproduction Tech-Nemeth Braille
Braille Reproduction Tech-Textbook Format- ting
Bricklayer
Bricklaying/Stone Masonry
Building Maintenance
Building Trades
Building Trades I
Business Computer Information Systems I
Business Computer Information Systems Ii
Business Image Management And Multimedi
Business Information Processing
Business Support Systems
Business, Other
Butcher, All-Round
Cabinet Maker
Cabinet Maker (Modular Furniture)
Carpenter
Cleaning Related
Cnc Machining
Communications & Media Systems
Comprehensive Home Economics
Computer Aided Drafting
Computer Maintenance Technician
Computer Peripheral Equipment Operator
Computer Programmer (Computer Console)

Mean Hours	Median Hours	SD	
30.6	25.5	28.8	
168	168	42.4	
73	73	NA	
74	74	53.7	
330	330	17	
483.4	553	259.7	
44.5	50.5	34.3	
112.8	88	104.9	
393.5	391.5	111.4	
296.4	303	159.6	
496.4	539	278.6	
515.2	567	266.1	
394.9	422.5	171.4	
282.2	219	223.2	
689	689	NA	
332.7	168	357.8	
138.2	71	214.7	
120	120	NA	
1144	1144	NA	
603	611	216.4	
174.7	116	230.7	
308	273	186.5	
257.8	191.5	242.7	
464.5	444	388.1	
506.3	537	284.7	
79.3	75	58.4	
147.8	164.5	94.8	

Courses

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

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 Technol- ogy)	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 & Mainte- nance	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 & Pneu- matics)	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
Metal Technology Systems
Microcomputer Applications
Microfilm Camera Operator
Mill & Cabinetmaking
Offset-Press Operator I
Osha Construction
Osha General
Painting & Decorating
Painting & Decorating (Dry Wall)
Painting & Decorating (Painting & Wallpaper- ing)
Painting & Decorating (Remodeling)
Painting And Decorating (Wall & Floor Trades)
Personal & Family Dev. (Skills For Living)
Piping Trades/Plumbing
Plant Maintenance
Plant Processing (Warehouse Equip. Opera- tions)
Plumber
Plumbing
Principles Of Technology
Printing & Imaging Technology
Reproduction Technician
Restaurant Management
Retail Merchandising
Retailing
Self-Study Industry Certification Testing
Sheet Metal
Sheet Metal Worker
Small Engine Cycle

Mean Hours	Median Hours	SD
685.4	847	379.9
365.9	347	291.8
54.3	24	53.2
493.8	564	268.8
157.4	76	213.3
11	10	2.6
10.8	10	2.3
523.6	591	265.1
56.4	69	39.6
38.1	42	26.7
405.2	499.5	264.3
438.8	527	282.9
518.5	584	278.1
489.2	565	251.3
546	601	288.4
86	99	41.3
84	81	68.8
418.4	484.5	195.8
286.3	248	225.1
580.1	623.5	360
75.2	72.5	17.4
501.2	552	252.6
276.8	126	266.6
67.6	72	27
1.8	2	0.5
440.2	524	276.1
35.8	23	35.6
392.9	448.5	285.4

Courses

Class Name	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-	431.8	478	281
Technology Systems (Basic Boiler Opera- tions)	110.1	94	35.4
Telecommunications Technologies	44.9	34	32.7
Textile & Apparel Prod., Management, And Serv.	366.2	411	244.3
Textile Apparel Prod. & Serv. (Garment)	80.8	92	46.6
Textile Apparel Prod. & Serv. (Inst. Laundry)	67.5	86.5	28.5
Textile Apparel Prod. & Serv. (Spinning)	50	50	0
Textile Apparel Prod. & Serv. (Weaving)	52	50	11.4
Transportation Systems	329	329	371.9
Truck Driving	579	618	249.9
Value-Added & Food Processing	678.7	609	351.1
Vcp-Com And Media Systems-Literacy	88.6	100.5	27.7
Vcp-Com And Media Systems-Math	123	138.5	32
Vcp-Com And Media Systems-Tactile	29.7	30	0.8
Vcp-Com And Media Systems-Textbook Formatting	124.4	133.5	27
Veh Bricklaying	329.9	125	365.7
Veh Building Maintenance	191.6	222	174.8
Veh Business Office Services	152.1	113.5	124.5
Veh Facility Care	174.9	62	221.1
Veh General Construction Trades	175.8	66	247.3
Veh Horticulture Related	185.3	113.5	189.5
Veh Piping Trades/Plumbing	185.8	151.5	170

Courses

Class Name Vocational Final Exam

Welder, Combination

Welding

Welding (Shielded Metal Arc)

Windham Vocational

Word Processing Applications

Maan Hauns	Madian Haung	CT.

Aean Hours	Median Hours	SD	
2.1	2	0.6	
151.6	78	182.1	
494.4	554	285.6	
62.6	79	29	
307.3	210	291.7	
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 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 N = 24,563

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

48

Overall, 80.6% (7192/8927) of individuals who were employed within a year of release and who had taken at least 60 hours of CTE courses were employed at companies related to their CTE training.

NOTE: To assess whether post-release employment was related to training, we used a subset of individuals who were employed within a year (based on data provided to Windham by the Texas Workforce Commission) and who had completed 60 or more CTE hours. WSD provided a cross-walk to compare NAICS codes of CTE courses and NAICS codes of employers. A total of 8,927 individuals met the criteria of having > 60 CTE hours AND being employed within one year of release. Of those 8,927, 7,192 had an employer NAICS code which matched the CTE NAICS code.

Post-Release Employment 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
All Released Residents	46%	\$2,023
No WSD Programs	42%	\$2,004
Academic Participant	48%	\$1,938
Vocational Participant	53%	\$2,141
CIP Participant	54%	\$2,130
CHANGES Participant	49%	\$2,072
Academic & Vocational Participants	50%	\$2,067
CHANGES & CIP Participants	53%	\$2,100
Academic, Vocational, CHANGES & CIP Participants	52%	\$2,026
Academic Completion	49%	\$1,947
Vocational Completion	50%	\$2,040
CHANGES Completion	51%	\$2,103

Standard Deviation	Retained	Wage Difference	Standard Deviation
\$2,322	23%	\$403	\$3,672
\$1,829	21%	\$377	\$2,399
\$1,794	24%	\$320	\$2,409
\$1,967	28%	\$601	\$2,779
\$1,973	29%	\$676	\$2,877
\$1,940	24%	\$296	\$2,574
\$1,859	27%	\$527	\$2,613
\$1,989	26%	\$404	\$2,715
\$1,870	25%	\$215	\$2,554
\$1,808	24%	\$271	\$2,405
\$1,859	25%	\$507	\$2,590
\$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 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 N = 131,511

2021 Biennial Evaluation of Windham School District Programs

Appendices