

**MINUTES OF THE WINDHAM SCHOOL DISTRICT  
BOARD OF TRUSTEES**

Meeting No. 298

The Windham School District Board of Trustees met in session on Friday, February 10, 2017, at the DoubleTree Hotel, Austin, Texas.

**BOARD MEMBERS PRESENT:**

Hon. Dale Wainwright, Chairman  
Terrell McCombs, Vice Chairman  
Leopoldo (Leo) Vasquez, III, Secretary  
Tom Fordyce  
Eric Gambrell  
Pastor Larry Miles  
Derrelynn Perryman  
Thomas P. Wingate

**BOARD MEMBERS ABSENT:**

Judge Larry Gist

**WINDHAM STAFF MEMBERS PRESENT:**

Dr. Clint Carpenter, Superintendent  
Kevin Ainsworth  
Paul Brown  
Dr. Latreace Craig  
Martha Fields  
Monica Price

**CONVENED**

Chairman Dale Wainwright convened the meeting of the 298th Windham School District (WSD) Board of Trustees (Board) to order on Friday, February 10, 2017, at 10:00 a.m. in accordance with Chapter 551 of the Texas Government Code, the *Open Meetings Act*. During the regular session, the Board conducted business from the agenda posted in the Texas Register. A quorum was present and the meeting was declared open.

Judge Wainwright reported the WSD Board was committed to providing the opportunity for public presentations on posted agenda topics as well as for public comments on issues within its jurisdiction as provided in Board Rule 300.1. As no speaker registration cards were received by the board staff, no public presentations on posted agenda topics were heard.

**CONSIDERATION OF APPROVAL OF CONSENT ITEMS**

The Chairman called the Board's attention to the Consent Items on the agenda, which consisted of the minutes of the December 9, 2016, meeting, personal property donations and excused absences.

There being no other comments, objections or amendments to the Consent Items, the Consent Items were approved as submitted.

## **REPORT FROM THE SUPERINTENDENT**

### **Collaboration Between WSD, TDCJ and the Texas Workforce Commission**

Dr. Clint Carpenter, WSD Superintendent, stated that on January 17, 2017, he and April Zamora, Director of Texas Department of Criminal Justice (TDCJ) Reentry and Integration Division and Bobby Lumpkin, Director of TDCJ Manufacturing and Logistics Division, met with Texas Workforce Commissioner Julian Alvarez. They discussed information about the partnership between TDCJ and Windham regarding workforce training, work experience, and reentry support.

Dr. Carpenter described offender training and skills within Windham and explained how Windham programs provide training that is externally certified, nationally recognized, and in high demand by the Texas workforce. Mr. Lumpkin described opportunities for workers through job training and work experience on the various units. He also described programs that utilize welding, automotive and construction skills. Many of these work positions are filled with Windham students who have received their certification and have the opportunity to gain valuable knowledge in the workplace. Ms. Zamora then explained how records of Windham training and education, as well as records of TDCJ work experience, are compiled with identification cards, birth certificates, and resource guides for the offenders who are about to be released.

After the group described the partnership between Windham and TDCJ to support the successful reentry of offenders, Commissioner Alvarez pointed out opportunities for the Texas Workforce Commission to support the employment of released offenders. Commissioner Alvarez said the offender population being released back to Texas communities is a top priority for his department. He also said he is interested in participating in the training programs Windham and TDCJ Manufacturing and Logistics provide to better tailor job training for Texas workforce needs. The meeting was highly successful, and all parties feel that many opportunities exist for collaboration between Windham, TDCJ and the Texas Workforce Commission.

## **REPORT FROM THE CHAIRMAN, WSD BOARD**

### **The WSD's Report to Senate Finance Committee**

Chairman Wainwright said on January 24, 2017, Superintendent Carpenter spoke to the Senate Finance Committee, describing recent changes to Windham and the impact these programmatic changes are having with offenders in TDCJ.

Dr. Carpenter, assisted by Paul Brown, WSD Chief Financial Officer, shared the most recent analysis of Windham programs with the committee. The information provided included offenders making more than two years of academic gains per year of instruction, the complete update of life skills courses utilizing nationally-recognized experts in the field, the extensive expansion of vocational trades, and the upgrade of vocational training to include STEM skills in demand by the workplace. Additionally, Dr. Carpenter shared information on the offering of educational programs during the summer and winter breaks, as well as the development of an apprenticeship program in partnership with TDCJ.

Dr. Carpenter concluded the presentation by reviewing the legislative exceptional item requests for Windham. Senator Hinojosa was very complimentary of the performance of Windham and the need for the programs offered. Senators West and Bettencourt both commented on the impressive gains Windham is now making in so many areas of instruction, and they asked Dr. Carpenter and Mr. Brown to schedule meetings to further discuss this topic. Senator Huffman was complimentary of the district for expansion of programs to truly make Windham a year-round program.

The presentation was very well-received by the committee, and the positive direction of Windham was recognized and approved by the members of the Senate Finance Committee.

### **TEXAS DEPARTMENT OF CRIMINAL JUSTICE/WINDHAM SCHOOL DISTRICT APPRENTICESHIP PROGRAMS PRESENTATION**

Kevin Ainsworth, Department Administrator in charge of Apprenticeship and On-the-Job Training (OJT), explained that apprenticeship is a “work-based” program rather than a vocational training-based program. The primary component of an apprentice’s experience is the actual hands on learning that takes place in a real employment setting. Vocational training is an educational program that typically does not have an employment component.

The apprenticeship partnership between TDCJ and WSD was registered with the U.S. Department of Labor in 1977. TDCJ and its divisions act as the industry partner of the apprenticeship program. WSD acts as the training partner to provide the educational component of the apprenticeship and administrate the program.

The apprentice typically spends 2,000 – 8,000 work hours (one to four years), depending on the occupation, gaining work experience or on-the-job learning (OJL). The apprentice must work under the supervision of a journey level craftsperson or a trade professional within TDCJ. During that time the apprentice also gains important occupational theory and knowledge, called Related Technical Instruction (RTI). This knowledge is gained through either classroom instruction, self-study, or credit awarded from prior participation in either college or WSD vocational programming.

After the apprentice has met the OJL and RTI requirements, he or she earns journey worker status in the profession. This credential is industry-recognized, nationally-recognized and nationally-transferable.

Chairman Wainwright asked whether an apprentice in the private sector and no longer in TDCJ is considered to have journey worker status and whether they could obtain a job in that trade.

Mr. Ainsworth said yes, the Department of Labor program is the same both inside and outside of the prison system.

Chairman Wainwright asked how many WSD students earned journey work status in the last year and how many total are there in the system.

Mr. Ainsworth responded there were only two apprenticeship programs last year, with a total of eight to 10 journey workers completing the journey worker status.

Dr. Carpenter said the program is new and expansion of the program is underway.

Terrell McCombs asked what Mr. Ainsworth meant by a journey worker's status being transferrable. He asked if transferrable meant from employer to employer.

Mr. Ainsworth said the status was transferrable between employers and between states.

Mr. Ainsworth explained that TDCJ and WSD registered as Apprenticeship sponsors with the Department of Labor in 1977. WSD has been working with TDCJ Manufacturing and Logistics and TDCJ Laundry, Food Service and Supply. WSD recently added an automotive technician specialist program at the Michael Unit, a combination welder program at the Huntsville Unit, and two cook programs at the Hobby and Ferguson units. Additional expansions are scheduled within these divisions.

Mr. Ainsworth said discussion had been held with the Texas Department of Licensing and Regulation (TDLR) regarding the Apprenticeship program. This program provides the work experience and educational component that will satisfy licensing requirements for offenders to earn licenses in specific occupations after release.

Mr. Ainsworth cited a report by the Legislative Budget Board in 2015 showing the typical recidivism rate for an offender three years after release is 21.4 percent. The report also shows the recidivism rate for offenders who worked in M&L for three years or more is 8.92 percent. This is significant. As the terms of employment for an apprentice are similar to those in the report and the quality of training should be greater due to USDOL standards, it is reasonable to predict a similar positive impact on recidivism for the Apprenticeship program.

Mr. McCombs asked what percentage of the offender population takes advantage of the current program and what potential percentage exists for the future apprenticeship program?

Mr. Ainsworth responded that he did not know the percentage of offenders that take advantage of the M&L program. He said Mr. Lumpkin and his staff can probably answer that question.

Mr. Ainsworth said he had visited the apprenticeship program in the Indiana Department of Corrections and 10 percent of their offenders are apprentices.

Mr. McCombs asked if he thought this was an achievable goal in Texas.

Dr. Carpenter said he and Mr. Ainsworth have met with Oscar Mendoza and talked about partnership with TDCJ. Dr. Carpenter expressed district hopes to see 6,000 to 8,000 participants over the next two years. Mr. Mendoza's response was, "Why can't we have 15,000?" Dr. Carpenter said, "TDCJ is very ambitious with their numbers, just as Mr. Ainsworth is."

Dr. Carpenter said he has been trying to be realistic, but he thinks there is a huge upside to this situation that has been untapped. He feels this will be a real game changer to enable the agency to reach more offenders.

Mr. Ainsworth discussed the proposed job-driven training model and the plans that are underway to make the job-driven training model work.

Larry Miles asked if an offender within TDCJ who is a plumbing apprentice would work hands-on within the prison system and would they have opportunities to work on new construction.

Mr. Ainsworth responded the apprentices work hands-on within the system. TDCJ maintenance informed Mr. Ainsworth that there are some projects for trusty offenders who are apprentices allowed to go outside and work on construction projects.

Mr. Miles asked which other trade areas staff is looking to move into in the near future.

Mr. Ainsworth responded boiler operators, janitors, electrical, welding and plumbing are future trade areas. The Department of Labor has more than 1,200 occupations. He said it's a matter of looking at the work we are doing and determining how we can match up training to those occupations.

Leo Vasquez asked if WSD had been able to work out the licensing issue with TDLR. He asked if offenders are able to obtain a residential license versus a commercial and construction license.

Mr. Ainsworth said the initial response from TDLR was centered around commercial work. Additional conversations would need to occur regarding residential licenses.

Chairman Wainwright thanked Mr. Ainsworth for his report. He also thanked everyone for attending the meeting and stated that the next meeting of the Windham School District Board of Trustees would be Thursday, April 6th at the DoubleTree Hotel. It will be held in conjunction with the Governor's Annual Criminal Justice Volunteer Service Award Ceremony.

### **ADJOURNMENT**

There being no further business, the 298th meeting of the WSD Board of Trustees adjourned at 10:38 a.m. on February 10, 2017.

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Chairman\*

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Secretary\*

\*Signature on File

*Note: Referenced attachments for draft minutes are available upon request. Following approval of the minutes, attachments will be maintained with the signed minutes in the Office of Record.*