

PACTT 2014 and Beyond

*Working to Improve Outcomes
Through Data-Driven Decision
Making*



Pennsylvania Academic & Career/Technical Training Alliance

Brief History

- Initiative started by the PA Council of Chief Juvenile Probation Officers in 2008
- The stated mission of the PACTT Alliance
- Initial funding

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Brief History

- Initial Pilot Project:
 - Allegheny County
 - Philadelphia County
 - Pittsburgh school districts
 - Nine privately operated facilities
- Between 2008 and 2012 PACTT continued to expand to 26 Affiliates.
- As part of the Justice Reinvestment Initiative (JRI), funding from the closure of New Castle Youth Development Center was made available to support the initiative.
- In 2013, as part of the Governor's JRI, the BJJS began the process of transitioning the PACTT project from a privately lead project to a publicly lead project.

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Executive Steering Committee

- Leadership for the Initiative is provided by an Executive Steering Committee made of executive level staff from the following agencies:
 - Pennsylvania Commission on Crime and Delinquency
 - Juvenile Court Judges' Commission
 - Department of Education
 - Council of Chief Juvenile Probation Officers
 - Council of Children, Youth and Family Services
 - Department of Public Welfare
 - Department of Labor and Industry



RFA - PACTT Partnership Overview

Prepared by Research for Action

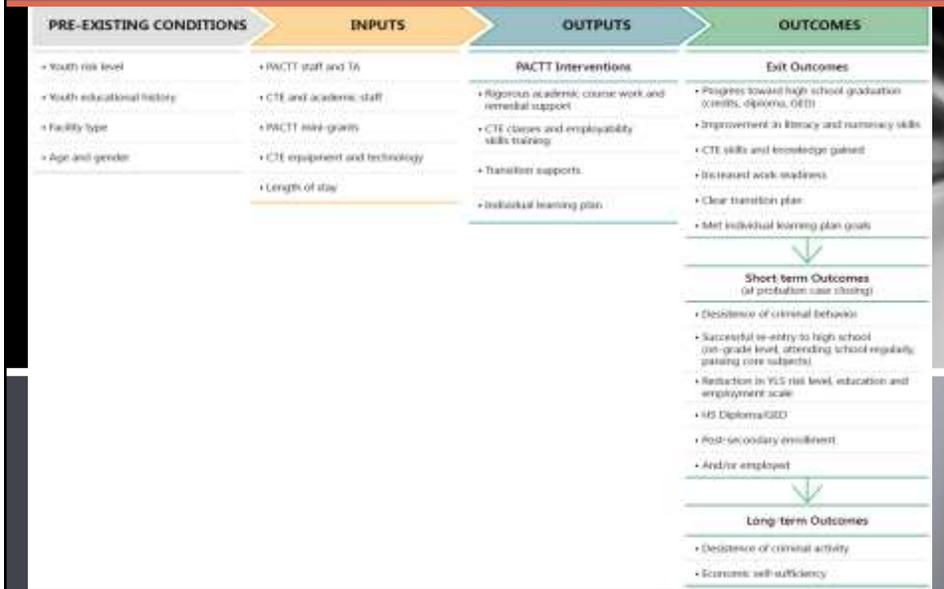
About RFA

- Philadelphia-based non-profit
- Conducts rigorous research – qualitative, quantitative, policy – to inform discussions to improve outcomes for historically disadvantaged students
- Staff of 30 with deep content and methodological expertise in a variety of fields of education
- Prioritizes clarity, flexibility, and the utility of our work
- More information: www.researchforaction.org

RFA's Role

- **Identify meaningful indicators of PACTT implementation and effectiveness**
 - Research literature
 - PACTT Affiliate input
- **Recommend a PACTT data collection process**
 - County Commissioner Association of PA database (CCAP)
 - Juvenile Case Management System (JCMS)
 - PACTT Affiliate input
- **Develop PACTT outcome measures for key constituencies**
 - PACTT Affiliates – Youth Transition Reports
 - BJJS – Re-Affiliation Reports
 - BJJS – Affiliate Quarterly Reports
 - Executive Steering Committee – Affiliate Implementation & Outcomes Dashboard
- **Support the roll-out and refinement of the new PACTT data collection system**
 - Assess the quality of data entered into the PACTT database
 - Conduct preliminary analyses: PACTT youth population; PACTT implementation; Facility-level outcomes
- **Support cross-system collaboration to enable long-term evaluation of outcomes for PACTT youth**
 - BJJS; JCMS; PDE

Review of Preliminary Findings: PACTT Logic Model



Key Findings from Literature Review

- Importance of academic and transition supports
- Gap in the literature related to the impact of CTE supports

Key Long-Term Outcome: Recidivism

- **Indicators associated with lower recidivism rates**
 - Earning a GED or diploma while committed
 - Graduating from high school post-release
 - Returning to school with above average school attendance
 - Improvement in literacy skills
 - Participation in employment and career programs
- Job stability for ages 17-25
- Employment

Key Long-Term Outcome: Economic Self-Sufficiency

- **Indicators associated with employment post commitment**
 - Earning a GED or Diploma while committed
 - Graduating from high school post-release
 - Earning academic and career credits earned while committed
 - Industry certifications???
- **Factors associated with higher earnings**
 - Graduating from a CTE high schools (7 years out)
 - Math classes completed in high school

Key Short-Term Outcome: Graduation

- **Predictors of high school graduation**
 - Grade-level promotion while committed (for middle school youth only)
 - Involvement in high school CTE programs (for the most at-risk youth)
 - Passing math and English

Note: Quality CTE programs can increase math learning

- Attending school more than 80% of the time
- Fewer than two suspensions

Key Short-Term Outcome: Return to School

- **Predictors of returning to high school post-release**
 - Academic success (credits earned) while committed
 - Returning to school “on-grade level”
 - Earning CTE credits while committed
 - Age at release
 - Completion of core academic courses (vs. solely vocational)

Key Contextual Factors

- **Student characteristics:** age, disability, gender, risk level
- **Facility characteristics:** type (residential, day treatment), size, security-level
- **Program characteristics:** Quality

Summary: Research-Based Indicators

- **Academic exit outcomes**
 - Academic credits earned
 - Improvement in literacy and numeracy skills
 - High school diploma or GED
- **CTE exit outcomes**
 - Industry Recognized Certifications Earned
 - CTE Courses Completed
 - Work readiness assessment

Summary: Research-Based Indicators

- **Academic Short-Term Outcomes**
 - Returning to school
 - Grade level upon returning to school
 - School attendance
 - Passage of core courses
- **CTE Short-Term Outcomes**
 - Attending a CTE program upon return
 - Employment and length of time employed

Questions

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Data-Driven Decision Making

Among the “Key Building Blocks” of Pennsylvania’s 2012 Juvenile Justice System Enhancement Strategy (JJSES) is Data-Driven Decision Making.

“In an evidence-based environment, case and policy decisions made by juvenile justice system stakeholders are most effective when guided by research evidence.”

“Where published research evidence does not exist, and even when it does, departments and systems should use local data to assist in decision making.”

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Data-Driven Decision Making

Established a PACTT Data Workgroup made up of affiliate agencies and other stakeholders to develop and implement an online database.

Entered into an agreement with Research for Action, an independent research organization from Philadelphia.

1. Review of existing literature
2. Develop indicators of implementation and effectiveness of PACTT related interventions
3. Develop indicators for the PACTT's Executive Steering Committee

Entered into an agreement with the County Commissioners Association of Pennsylvania to design and host a new online database.

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New Database

Top 10 + 1 Cornerstones for PACTT's new online database:

1. Easy for Affiliates to use and useful for them to have
2. Allows Affiliates to have real-time access to their data
3. Customizable for both Affiliates and PACTT
4. Interfaces with probation's case management system
5. Improves communication between Affiliates through online information sharing

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New Database

Top 10 + 1 Cornerstones for PACTT's new online database:

6. Collects only meaningful data and excludes "it would be nice to know" data
7. Contains real-time dashboard measures for Affiliates and PACTT
8. Allows Affiliates to compare their data against the cumulative data of similar Affiliates
9. Involves Affiliate input throughout the design, development and implementation of the database
10. Collects data in a manner that provides credible outcomes and supports further research

+1 Access to the system is free for Affiliates

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Data-Driven Decision Making

Quarterly PACTT Data Workgroup meetings provided a forum to:

- Review the findings from Research For Action's literature review
- Involve Affiliates in the design of the new database
- Gather feedback from Affiliates related to functionality and usefulness

Expanded Research For Action

1. Assist with the overall design of the new database
2. Refining data collection process
3. Analyze data related to the characteristics of youth served
4. Analyze data related to services provided to youth

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Data-Driven Decision Making

Fiscal Year 2014/15

Other Activities

- PACTT's Joint Position Statement includes "Data-Driven Decision Making"
- BJJ's ongoing funding of the PACTT database
- Connecting PACTT's database with probation's database

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PACTT's Focus

Academic Support: to improve academic and career training that delinquent youth receive in placement facilities.

Employability and Soft Skills: to provide soft-skills training through alignment with PDE's CEW standards using the Employability and Soft-Skills Manual (ESSM).

Basic and/or entry level certifications

Align CTE curricula with industry standards and PA programs of study.

Integrate CTE training and academics.

Connecting youth, training, certifications and job opportunities back home.

<http://www.pacareerzone.org/profile/53-3032.00>

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Transition

Why was there a need for a transition?

PACTT is an unusual project

The Transition aided the growth of PACTT

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Affiliates

48 Affiliates across the state of PA

Private residential, state, and community-based programs

Agree to implement the ESSM into a life-skills training course

Agree to provide CTE instructional programming

Agree to provide a rigorous academic program along with literacy and numeracy remediation, credit recovery, and acceleration opportunities

Agree to Re-Affiliate each year by participating in a review

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BJJS/PACTT Commitment

- To use data to drive the decision making process.
- To partner with private facilities in order to raise the bar for students at both private residential, community-based, and state run facilities.

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BJJS

During this same period, BJJS was partnering with The Episcenter at Pennsylvania State University to develop the **Specialized Program Evaluation Protocol (SPEP)** in order to standardize and produce data regarding programming within all placement facilities across the state. By implementing SPEP, the state will be collecting valuable data about what programs and services are most effective with adjudicated youth.

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Ready to Work: Job-Driven Training and American Opportunity

In January, 2014 during his State of the Union Address, President Barack Obama called for “a year of action.” He emphasized the vital priority of equipping Americans with the skills needed to realize the economic opportunity that a renewed American economy could provide.

Ready to Work: Job-Driven Training and American Opportunity, 2014

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Ready to Work: Job-Driven Training and American Opportunity

This information was used in a report issued to the President in July 2014 titled, “Ready to Work: Job-Driven Training and American Opportunity”

Vice President Biden writes, “The job-driven training agenda I present to you today is aimed at widening the pipeline.”

“Our Administration’s responsibility begins with ensuring that federally funded training programs are singularly focused on getting more Americans ready to work , with marketable skills. These programs are particularly important to those hardest hit by the twists and turns of global competition, technological changes, economic isolation, or inadequate education.”

Ready to Work Job-Driven Training and American Opportunity, 2014

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Ready to Work: Job-Driven Training and American Opportunity

The Vice Presidential report created a checklist of elements based on evidence of what is working and named it the Job-Driven Checklist. *What Works in Job Training* prioritizes two populations where research has failed to produce evidence on effective strategies: Disconnected youth, and lower skilled individuals with various barriers to employment.

Ready to Work: Job-Driven Training and American Opportunity, 2014

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The Job-Driven Checklist

What Works in Job Training: A Synthesis of the Evidence

- √ Engaging Employers
- √ Earn and Learn
- √ Smart Choices
- √ Measure and Evaluate
- √ Stepping Stones
- √ Opening Doors
- √ Regional Partnerships

Checklist for Job-Driven Training, 2014

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PACTT Affiliate Level Engagement

- GED/Diplomas
- Regional Meetings
- Affiliation and Re-affiliation Meetings
- Certifications
 - ❖ OSHA-10
 - ❖ Serve Safe

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An Affiliate's perspective-

Jeremias Garcia

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PACTT Affiliate Engagement Level

Facilities have a voice and are involved in PACTT workgroups

- The Joint Position Statement Workgroup
- Data Workgroup
- Employability and Soft Skills Manual Revision workgroup
- Re-affiliation meeting revision workgroup
- Getting from a →b

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PACTT Affiliate Engagement Level

- Academic Assistance including Literacy Strategies Training
- Vocational Assistance including Career Pathways Training and certifications

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PACTT Grants

- \$25,000 per affiliate
- Impact on facilities

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PACTT 's Future

- A major focus: Certifications
- Getting From A → B
- Competitive grants for larger projects
- Articulation agreements with post-secondary institutions
- Act 48 hours for teachers
- Working more closely with Probation
- Data Driven Decisions

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PACTT 's Future Getting from a→b

Philadelphia County

- 3 *Government*
- 5 *Educational*
- 5 *Medical*
- 2 *Transportation*

Lehigh County

- 4 *Medical*
- 5 *Manufacturing*
- 2 *Government*
- 2 *Educational*
- 1 *Retail Food*
- 1 *Temp Employer*

Allegheny County

- 4 *Medical*
- 3 *Educational*
- 3 *Government*
- 3 *Retail Food*
- 1 *Bank*
- 1 *Manufacturing*

Center for Workforce Information and Analysis

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PACTT Ultimate Outcomes

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