



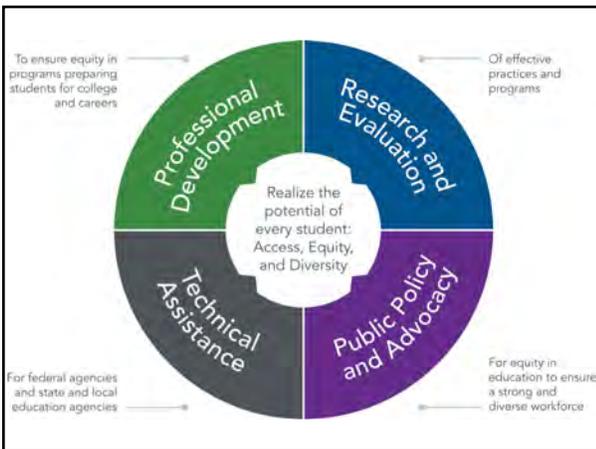
ROOT CAUSE ANALYSES
Georgia CTAE Resource Network Winter Conference | February 5, 2020
Ricardo Romanillos, EdD - Director of Professional Learning
Ben Williams, PhD - CEO
@napequity | @rromanillos | #CTEquity | #napepd



NAPE's Mission

We build **educators' capacity** to implement **effective solutions** for increasing student **access**, educational **equity** and workforce **diversity**.





Goals for Today's Session

- **Develop** an equity lens to the CLNA process within Georgia
- **Introduce** grounded root cause analysis



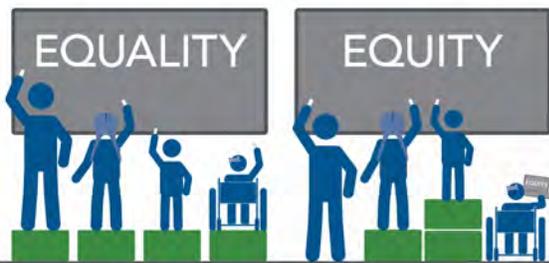
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Program Improvement Process for Equity

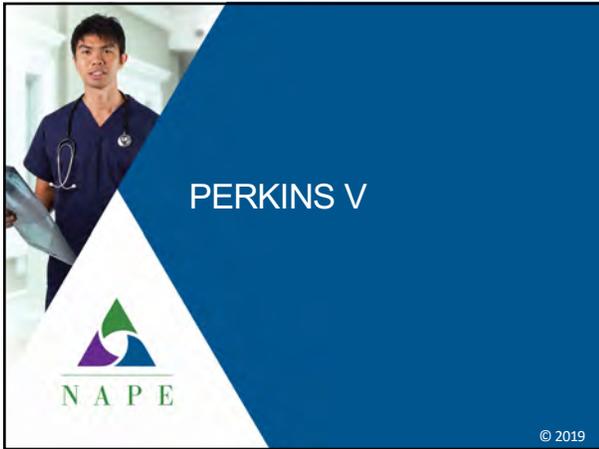
The goal of PIPE is to increase the participation, persistence, and program completion of underrepresented students in CTE programs (to identify and address disproportionality).

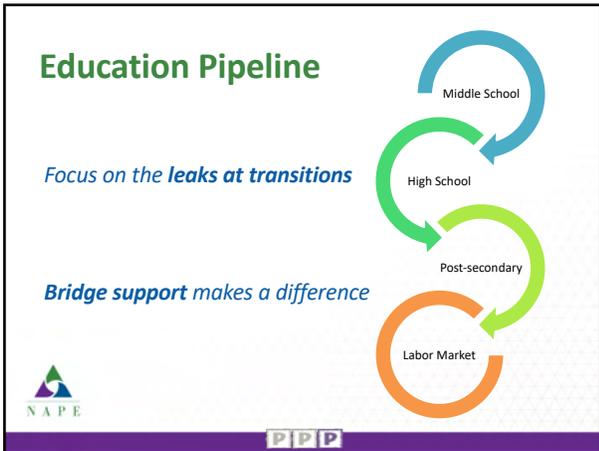


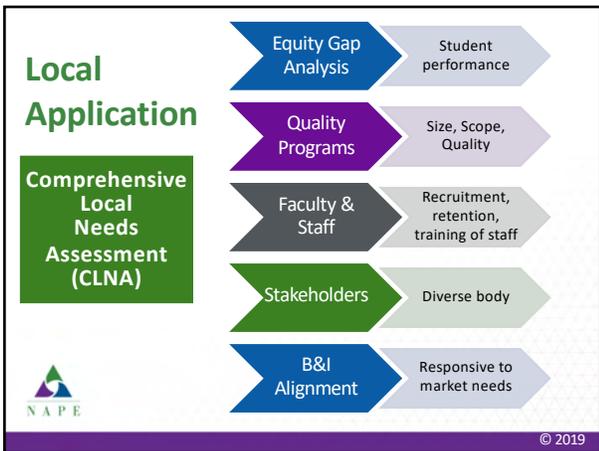
Equity is when every student has what they need to succeed.



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CLNA | Equity Gap Analysis

- An **evaluation of strategies** needed to overcome barriers to access and performance for special populations
- **Provide programs** designed to enable special populations to meet local levels of performance
- **Provide activities** to prepare special populations for high-skill, high-wage, or in-demand industry sectors or occupations that lead to self-sufficiency



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Equity & the Perkins V CLNA



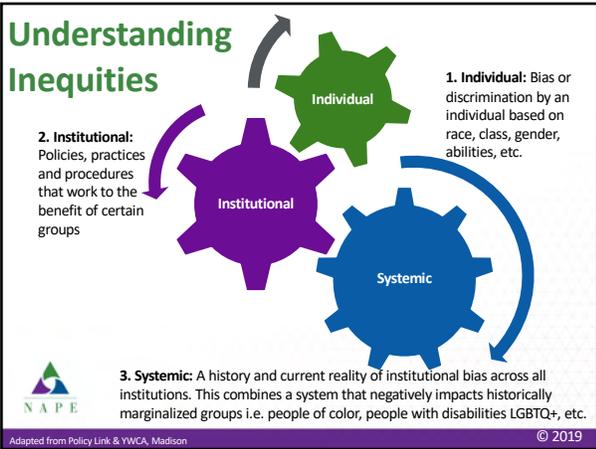
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Equity Principles

1. Asset Orientation
2. Grounded Action
3. Systems are Not Neutral

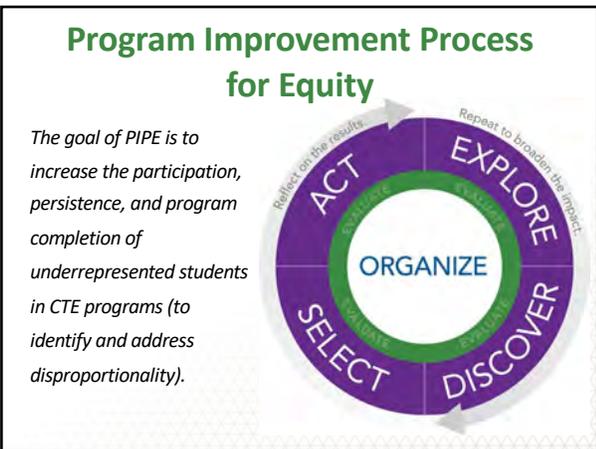
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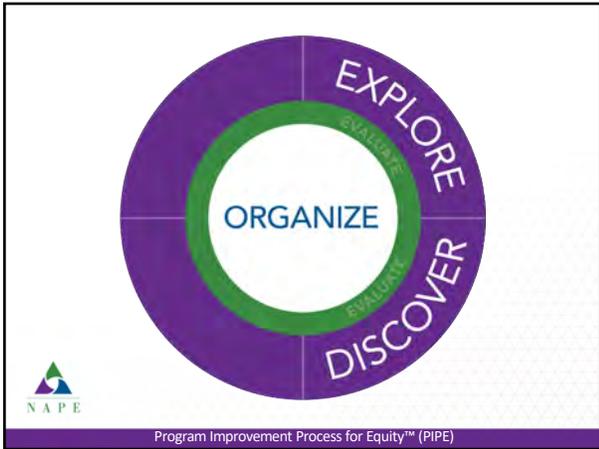


Data Collection & Disaggregation

Gender	Race/Ethnicity	Special Populations
<ul style="list-style-type: none"> Male Female 	<ul style="list-style-type: none"> American Indian or Alaskan Native Asian or Pacific Islander Black, non-Hispanic Hispanic White/non-Hispanic 	<ul style="list-style-type: none"> Individuals in non-traditional field Single parent Out of work individual English learners Individuals with a disability Economically disadvantaged Homeless individuals Youth in/out of foster care Youth of active duty parent Migrant students

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Summary of the Research

Nontraditional Career Preparation ROOT CAUSES & STRATEGIES

The goal of this research project was to identify the root causes of nontraditional career preparation and to develop strategies to address these root causes. This research project was a collaborative effort between the Georgia Department of Education, the Georgia Center for Applied Research, and the National Alliance for Partnerships in Equity (NAPE).

Root Cause	Strategy
Lack of awareness	Provide information and resources to students and families.
Lack of resources	Develop partnerships with industry and community organizations.
Lack of support	Provide mentorship and guidance to students.
Lack of access	Develop programs that are accessible to all students.

PIPEline for Career Success for Students with Disabilities ROOT CAUSES & STRATEGIES

The goal of this research project was to identify the root causes of career success for students with disabilities and to develop strategies to address these root causes. This research project was a collaborative effort between the Georgia Department of Education, the Georgia Center for Applied Research, and the National Alliance for Partnerships in Equity (NAPE).

Root Cause	Strategy
Lack of awareness	Provide information and resources to students and families.
Lack of resources	Develop partnerships with industry and community organizations.
Lack of support	Provide mentorship and guidance to students.
Lack of access	Develop programs that are accessible to all students.

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