



Updates from the CTE Committee

July 28, 2025

MCTA Summer Conference

Meet the CTE Team



**Shamara
Bownes**
Senior Director, CTE
Committee



**Molly
Mesnard**
Senior Advisor



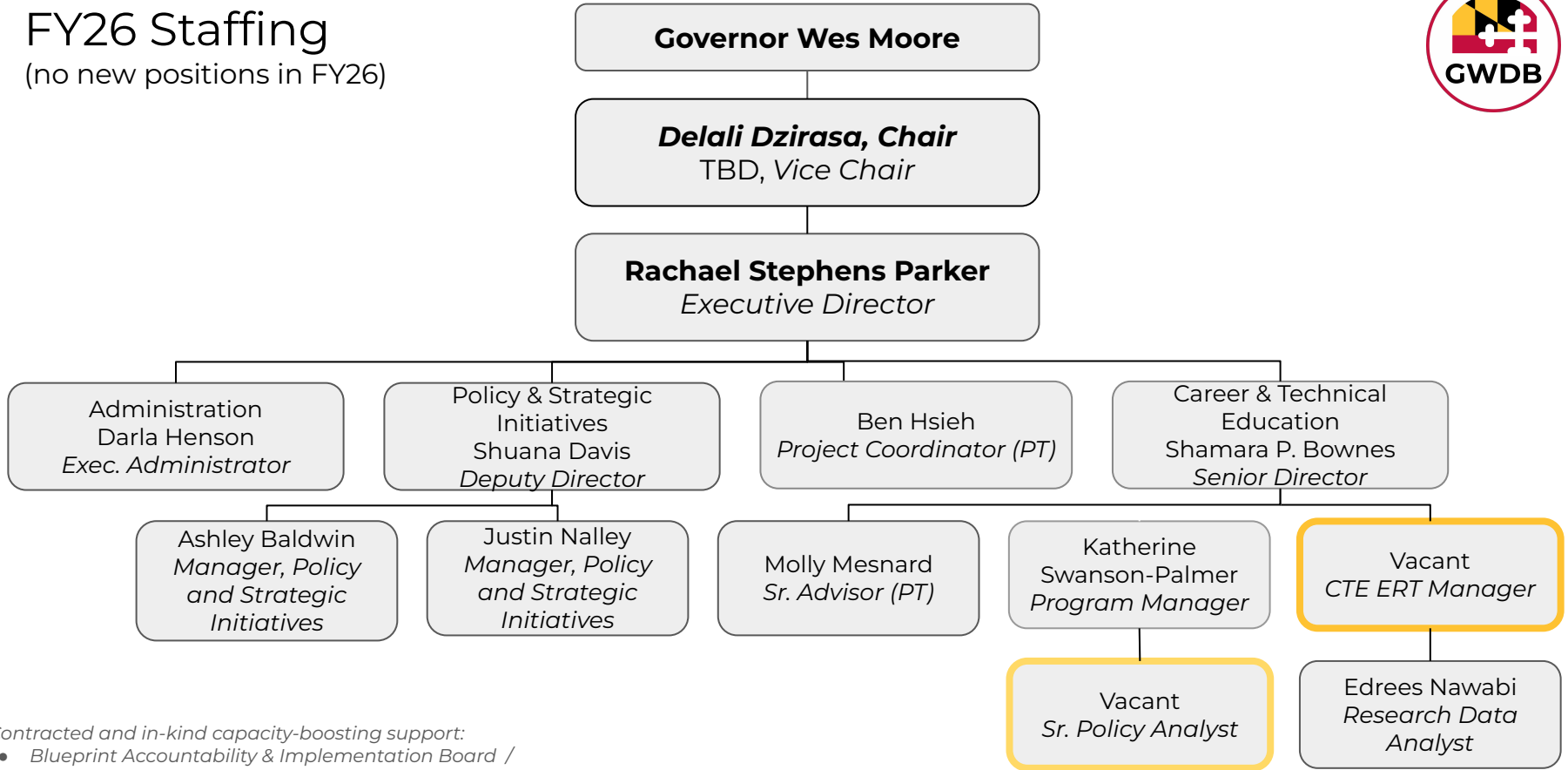
**Katherine
Swanson-Palmer**
Program Manager



**Edrees
Nawabi**
Research Data Analyst

FY26 Staffing

(no new positions in FY26)



Contracted and in-kind capacity-boosting support:

- Blueprint Accountability & Implementation Board / CityWorks DC
- Blue Meridian Partners / Jobs for the Future
- Studies, Asset Mapping vendors TBD



CTE ERT Plan

Year 1, Phase 2

SY 2025-2026



Phase 1 Information Gathering



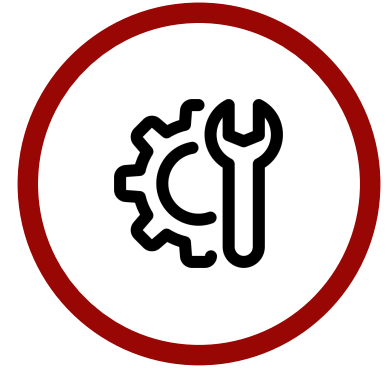
WHERE ARE
LEAs IN
IMPLEMENTING
BLUEPRINT



PROMISING
PRACTICES &
STRENGTHS



COMMON
CHALLENGES



WHAT
CHANGES & TA
IS NEEDED

CTE ERT 2023 - 2031 Deployment Plan



Pilot
(2023-24 SY)

Evaluate Progress:

- Develop and pilot forms, structure, and staffing

Develop recommendations, measures & strategies:

- N/A

Phase 1
(2024-26 SYs)

Evaluate Progress:

- Visit schools in all 24 LEAs
- Collect data on *Blueprint* goal progress, establish statewide baseline of strengths and challenges
- Define Phase 2 targets and protocol

Develop recommendations, measures & strategies:

- Identify and share best practices and common challenges

———— **Today** ————

Phase 2
(2026-28 SYs)

Evaluate Progress:

- Analyze alignment to CTE Framework
- Monitor progress and identify ongoing implementation issues

Develop recommendations, measures & strategies:

- Develop and coordinate TA, disseminate best practices
- Recommend policy and implementation changes
- Plan and implement statewide data collection program based on 2024 IRC policy & Perkins regulations
- Make recommendations to LEAs and the AIB

Phase 3
(2028-31 SYs)

Evaluate Progress:

- Conduct annual evaluation toward *Blueprint* goals
- Complete visits to all schools with CTE offerings

Develop recommendations, measures & strategies:

- Continue to coordinate TA and disseminate best practices, focusing primarily on support for LEAs struggling to make progress toward statewide 45% goal

CTE ERT Planning for SY 2025-2026



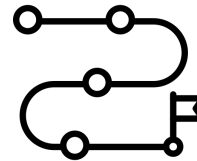
Refine data collection needs (validity, reliability, and timing)



Streamline and improve post-visit report **process**



Identify challenges in implementing *Blueprint* and Maryland's CTE Framework



Strategize Phase 2 implementation



Analyze ways to remove barriers and improve **access and equity**

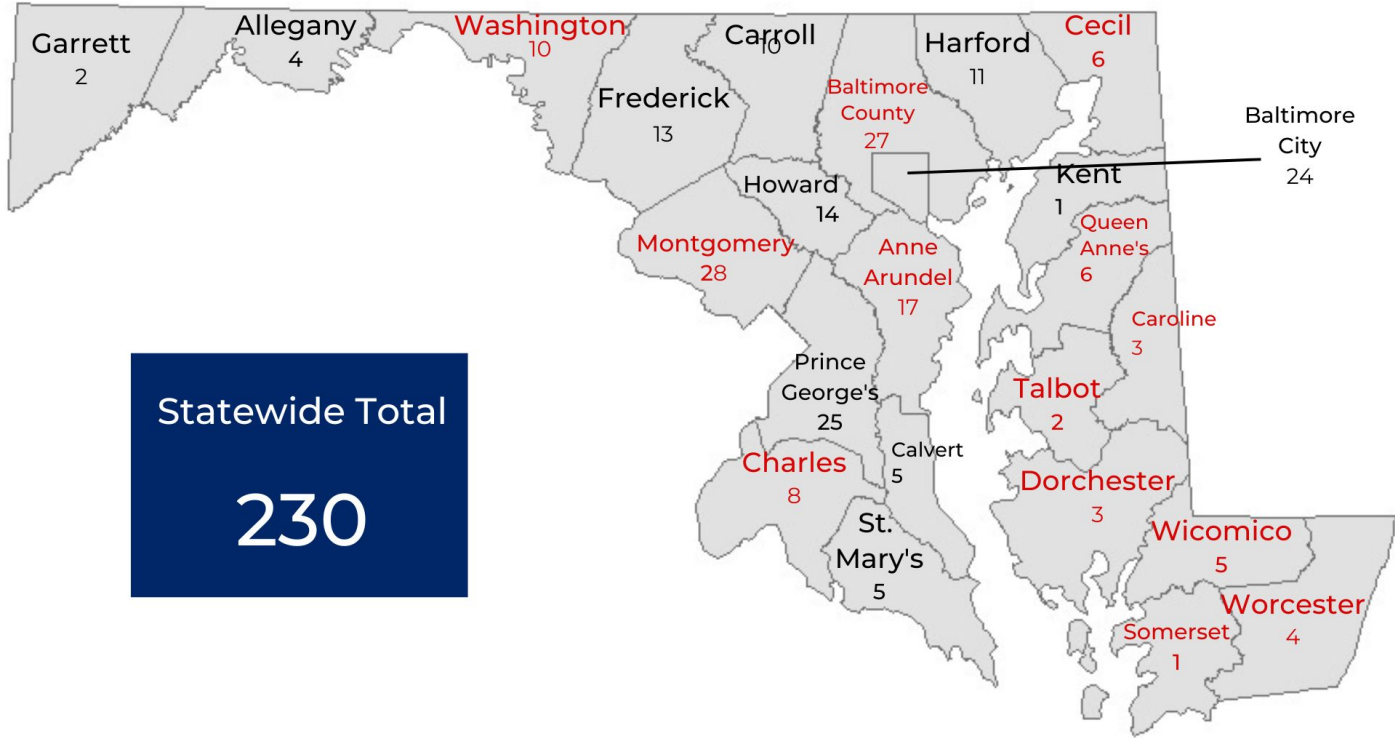
CTE ERT Visits to Date



91 team members

13 LEAs visited

23 schools visited



Statewide Total
230

Updates in SY 2025-2026 Deployment Plan



**Update for
2025-2026**

Phase 1 Year 1 (2024-2025 SY) ERT Visits <u>previously included:</u>		Phase 1 Year 2 (2025-2026 SY) ERT Visits <u>will include:</u>
5-minute classroom observations	→	Guided school tours and classroom observations
No minimum time requirements for focus groups	→	A minimum of 45 minutes for every focus group
Pre-Visit Orientation was 90 minutes	→	Pre-Visit Orientation is 120 minutes with in-depth data-informed discussion with LEA administrators
N/A	→	Review data on statewide 45% goal progress, CTE completers, CTE enrollment, student and teacher demographics, etc. during the Pre-Visit Orientation
N/A	→	Post-Visit Debrief, Q&A with LEA Administrators: A) asynchronous sharing of drafted report and questions with the LEA Lead CTE Designee and receive review, feedback, and confirmation or B) synchronous meeting with the LEA Lead CTE Designee to discuss, review, confirm findings, observations, data
Strengths and Challenges Analysis	→	Strengths, Challenges, and External Factors Analysis
Focus groups + meetings with: <ol style="list-style-type: none"> 1. LEA Administrators (mixed level of engagement at visits throughout Year 1) 2. Teachers 3. School-based staff (Administrators, School Counselors, Career Counselors, Schedulers, etc.) 4. Students 	→	Concentrated focus groups with: <ol style="list-style-type: none"> 1. LEA Administrators (CTE Committee conversation) 2. Teachers 3. School-based staff (Administrators, School Counselors, Career Counselors, Schedulers etc.) 4. Students

CTE ERT Visit Structure



Pre-visit

- LEA completes and submits brief (LEA background, CTE offerings, and enrollment information), ERT members review in advance of orientation and training session
- Virtual orientation and training session for ERT visit members with LEA leadership, including the LEA Lead CTE staff, to provide: an overview of CTE at the LEA; an opportunity for members to review LEA data on progress toward 45% goal, CTE enrollment practices, observed challenges, and any other information the LEA Lead staff deems necessary; time for conversations and Q&A

Visit

Where: Up to 2 schools per day, depending on the LEA CTE structure (i.e., LEA has only one CTE center for all offerings, vs both CTE center and comprehensive schools). Visits will typically include both a CTE Center and comprehensive high school with CTE programming.

What: Visits entail a guided school tour with visits to CTE classrooms and with CTSOs, and at least three focus groups (45 minutes minimum each) at each school with:

- Students
- CTE teachers
- Career coaches/counselors, and possibly school counselors or work-based learning coordinators

Post-visit

- ERT members submit their notes and a short survey on initial feedback
- Virtual debrief held with ERT members 1 week after visit to discuss observations
- ERT members help process feedback from LEA leaders on draft observations (option to LEA for asynchronous or synchronous feedback)
- Debrief for LEA administrators, with option for asynchronous written feedback or synchronous feedback regarding CTE ERT observations
- ERT members review final post-visit report prior submission to the CTE Committee, AIB, and LEA leadership



Let's Discuss

- *What aspects of ERT visits are most valuable?*
- *Are we effectively engaging CTE Directors and other district/LEA leaders to gather insights and discuss challenges at key points before, during, and after ERT visits?*

Want to learn more? Scan the QR code below to read the full Deployment Plan.



Next Steps



Call to action - [Sign up](#) using the QR code to the right to join 1-2 CTE ERT visits for next school year!

- *Also open to members of the public who represent: LEA/School leadership; CTE teacher; employer; apprenticeship sponsor; trade union representative; Local Workforce Board staff or board member; community college representative; other State agencies*



Perkins Reserve Grant - The Perkins Reserve Grant Application is open until July 31, 2025 at 5:00 PM. Learn more by scanning the QR code to the right.



Save the Date - Next CTE Committee Meeting on November 20, 2-4 p.m.