



Breakout Session #1 – Thursday 10/10, 9:45am – 10:45am

The Future Is CTE: Mastering Mega Trends to Supersize Your Impact

We've entered the Smart Machine Age—and CTE's time is now. Join Mark C. Perna for a power-packed session to become THE catalyst for economic vitality in your community, state, and region!

- Mark Perna

Launching Excellence: A Roadmap for New CTE Teachers

Welcome to our comprehensive Teacher Onboarding session, where we will share how we encourage educators to engage with digital resources, personalized coaching, the West MEC Teacher Induction Academy, and professional educator training to cultivate excellence in teaching. Participants will hear how new teachers access a curated library of digital tools and materials, receive tailored coaching to enhance their practice, and explore specialized professional development opportunities.

By the end of this session, participants will leave with ideas to help their new educators in demonstrating proficiency in evidence-based teaching strategies, utilizing digital resources effectively, collaborating with colleagues, and engaging in continuous professional growth. Join us for an empowering journey towards impactful teaching and learning.

- Courtney Hundley
- Christina Rock

Statewide Work-Based Learning Strategies: Data-Driven Implementation and Partnership-Focused Approaches

Work-based learning (WBL) is essential for creating career-ready students and aligning education with workforce needs. The Strengthening Career and Technical Education Act (Perkins V) allows WBL opportunities as a measure of program quality, and along with national certifications, Mississippi has elected to use WBL to fully capture students' CTE experiences. This presentation will provide strategies for successfully implementing and scaling work-based learning programs statewide.

Attendees will explore how data is used to direct WBL development, monitor program effectiveness, and continuously improve outcomes. The presentation will highlight best practices for establishing and maintaining mutually beneficial partnerships with industries, ensuring students have access to high-quality WBL experiences. The presenters will also share the structure and guidelines of the Mississippi WBL Manual, providing a valuable resource for attendees to strengthen their own WBL practices.

- Courtney McCubbins
- Dr. Myra Pannell

Powerful and Equitable Work-Based Learning

Hear directly from young professionals about their powerful work-based learning experiences. These impressive 11th and 12th graders in the Salem-Keizer Public Schools operate student-run businesses on CTEC's campus. They will share how they prepare for rewarding industry careers as they provide products and services for customers in the community, earn valuable industry certifications, and gain the professionalism skills they need to become industry leaders.

- Rhonda Rhodes

Addressing the Teacher Shortage in Technology and Engineering Education

The Teach TEE Campaign, launched in October 2023, was designed to address the shortage of Technology and Engineering Education teachers. As featured in ACTE's Techniques Magazine in May 2024, this campaign is the culmination of numerous institutions coming together for the greater good. This session will share in depth details regarding the process to build and launch the Teach TEE Campaign in Illinois, as well as the data we now have as a result of the campaign.

- April Zawlocki

Generational Hiring in the K-12 Sector: Winning Brand Strategies to Attract Diverse Talent

As Baby Boomers, Gen X, Millennials, and Gen Z coexist in the workforce, understanding generational differences is key to successful hiring. Using insights from top brands and K-12 case studies, we'll uncover effective strategies to attract, hire, and retain talent across generations. Uncover how generational understanding can help you build a diverse, inclusive, and dynamic workforce, improving employee satisfaction and a more effective school environment. Equip your school district with winning strategies to attract and retain a multigenerational workforce, directly improving overall school performance.

- Dan Wyar
- David Robertson

Breakout Session #2 – Thursday 10/10, 11:15am – 12:15pm

5 Employment Basics Blunders and How to FIX Them!

Imagine your students losing their job because of being late, not completing their work in a timely manner or simply because they do not get along with a coworker. It happens! Now, let's make sure it does not happen to YOUR students. Join us as we focus on 5 Employment Basics Blunders and how to fix them! During our interactive session we will provide you activities to use with your students to bring about positive changes in student behavior and help ensure they are college and career ready. We will focus on case studies that provide hard numbers for soft skills. You will walk away with an action plan ready to engage your students and strengthen their employABILITY skills!

- Kelli Lancaster

Powering Up Your CTE Programs

With the growing focus on transitioning transportation from internal combustion engine vehicles to electric vehicles, there are a growing number of job opportunities for fresh talent. Is your CTE program ready to capitalize on this opportunity to serve your learners? A new initiative by the American Association of Community Colleges and the Association for Career and Technical Education is dedicated to supporting awareness and development of EV instruction through a variety of models from integrated instruction to full apprenticeship programs. This session will provide you with the background needed to create and deliver high-quality electric vehicle programs.

- John Dyer

ReDefining the Goal of Education

Dr. Fleming's inspiring presentation discusses new paradigms and tangible action steps for education to help all students gain a competitive advantage. Technical skills are the new currency in the future or work, but how do we balance preparing students for both higher education and the workforce? Acclaimed TEDx speaker and bestselling author of ReDefining the Goal, he will make a clear case for intentional career exploration, holistic education, skill acquisition, and real-world application in tandem with a general education. Are you ready to pivot?

- Kevin Fleming

Unleashing Potential: Panther PULSE Work-Based Learning

Explore Panther PULSE Work-Based Learning: integrating classroom education with real-world experiences, empowering students for career success. Transform education with actionable strategies.

- Colleen Strickland
- Larry Pickens
- Pam Roper

19 Schools Under One Roof: The Willamette Career Academy and Regional CTE in Oregon

The WCA is Oregon's first truly regional CTE building, serving 19 different public and private schools from as far as 30 miles away with 7 different CTE programs. It was built through public-private partnerships, and as it enters its fourth year has seen an explosion of growth and success including student certifications, expanding partnerships, work-based learning, and a brand-new dental science program. Come to this session to learn more about the genesis of the program, the challenges and successes of a regional center, and to discuss ways this type of venture may be replicable in your own community.

- Alan Kirby

Round Table Mini Sessions

See Separate Document for Descriptions

Breakout Session #3 – Thursday 10/10, 2:30pm – 3:30pm

Bridging the Gap: Collaborative Strategies between School Counseling and CTE

In today's dynamic educational landscape, the synergy between school counseling services and Career & Technical Education (CTE) departments is paramount in ensuring students are equipped with the knowledge and skills necessary for success in the workforce. Join us for an engaging session where we delve into the intricacies of administering and fostering collaboration between these two critical pillars of student support. Central to our discussion will be the collaborative efforts between school counselors and CTE directors, epitomizing the synergy between theory and practice. We will highlight one initiative: improving our district's secondary students' success using our college & career readiness platform partner SchoolLinks to set them up for success.

- Mark Hard

The Blueprint for Tomorrow

The Blueprint for Tomorrow is a comprehensive 7th-12th Grade Career Education Framework that builds from career exploratory activities in middle school to the development of career plans in high school ensuring the career readiness of all students when they graduate from high school.

- Andrew Gardner

Automating Your CTE Data Collection

To run a highly successful CTE program, having the proper data is key. Data helps drive quality decision making for program improvements and meeting accountability requirements. However, the challenge of collecting all the proper data points can require extensive hours on CTE personnel. Learn how Texas-based Round Rock ISD streamlines their CTE data collection and analyzation processes through Eduthings, a data collection and reporting tool built specifically to meet the needs of CTE.

- Sheri Bonds

Slaying Stigma: The Promise Career Institute

The Promise Career Institute is a new magnet grades 9-12 high school in Metro Atlanta where students participate in Dual-Enrollment to earn Technical Certificates of Credit through a partnership with Atlanta Technical College. The leadership team will share how they overcame the challenges they faced when opening their new innovative magnet school centered around technical education and industry certification, including best practices for addressing stigma associated with Technical Education.

- Cassandra James
- Tarrie Traylor
- Ashley Cosby
- Dr. Jason Stamper

Data Mining: Find Your Gold

Denver Public Schools (DPS) Career Development Team invested in the use of a Salesforce database in 2018 to track student and partner engagement as well as work-based learning services delivered by various teams. Today, Salesforce is the primary tool used to "tell the story" of the number and types of students impacted by each of our seven programs across a district serving close to 90,000 students.

Additionally, we are able to drill down and disaggregate data by ethnicity, gender, multilingual learner and Special Education status as well as grade level, age and school attended. This data is then used by our Career Development Team to identify continuous improvement strategies and monitor improvement in outcomes. Outcomes data is also shared annually with our school and community partners for even greater accountability.

- Monica Schultz

High School to Highway: Connell High School's Innovative Approach to Filling the CDL Shortage

Come learn how one Washington high school is responding to an ever-increasing employment shortage and providing students a clear training pathway to earn their Class-A Commercial Drivers License! You'll hear firsthand how creative programming, strong community partnerships, alignment to postsecondary education and training, and industry support has created an innovative solution to a growing economic challenge of the future. See how you too, can build this pipeline for high-wage, high demand careers for your students!

- Keeley Gant
- Charlie Dansie

Breakout Session #4 – Thursday 10/10, 3:45pm – 4:45pm

Supporting Students with Intellectual Disabilities In CTE Courses

The session will provide attendees with peer-reviewed and field-tested strategies to support students with intellectual disabilities in CTE courses. The session will also show attendees how to negotiate alternative CPL rates through C.O.E. The presenters bring a wealth of CTE and ESE experience and will provide attendees with strategies that they can implement as soon as they get back to their institutions.

- Christian Zimmerman
- Drew Andrews

Confessions of a Data Junkie

During this session I will share how I track CTE Pathways both manually and with the use of PowerSchool. I will provide multiple data sources and spreadsheets used in my small, rural, school district to drive program decisions, to target students for programs and scholarships, and to provide feedback to administrators, stakeholders and state leadership.

- Stephanie Clegg

Unleashing the Power of Team-Based Challenges Across the Curriculum

Since 2019, Ridgewood High School has been pioneering innovative educational practices by integrating team-based challenges into its curriculum, fostering authentic, collaborative learning experiences. This session invites educators to explore inspiring case studies, compelling testimonials, and actionable strategies for seamlessly incorporating team-based challenges into their own classrooms. By connecting these approaches to established best practices and offering resources for promoting equity and inclusion, participants will be equipped with the confidence to implement team-based challenges within their educational settings, whether collaborating with staff or independently creating their own.

- Ericka Kouba
- Dr. Eric Lasky

Leveraging Partnerships to Grow Student Career Development Opportunities

This session will explore how Nash County Public Schools (NCPS) continues to partner with many entities that support Career and Technical Education and the career development for students. NCPS is building a network of partnerships that assist in work-based learning opportunities, business and industry connections, CTE dual college enrollment, premium career events, community engagement, economic awareness, and much more. This session will expand the participant's knowledge on how to leverage many partnerships to expand student career development opportunities.

- Chad Thompson
- Dale Wells
- Brandy Frazier
- Damian Jeffers

It Takes a Village: Using Stakeholder Feedback and Program Data to Improve Secondary CTE Programs & Partnerships

This interactive session will include a google slides presentation, integrated surveys, and time for Q&A.

- Brittney Henry

Breakout Session #5 – Friday 10/11, 8:40am – 9:40am

Essential Questions to Guide Student Inquiry

Geared towards CTE instructors, participants will gain valuable information in recognizing the types of essential questions and their critical role in instructional planning and in stimulating student critical thinking and inquiry.

- Jennifer Tupper
- Kristen Sublett

Metatrends Driving Change and Redefining the Future

Explore the powerful metatrends driving change and redefining our future in this interactive breakout session. Metatrends are the drivers of change that emerge from multiple developments, span themes, and influence trends and megatrends. Join Rachael Mann as we journey through where we've been, where we are, and where we're going in the workplace.

- Rachael Mann

Crafting Career Readiness: Arizona's Approach to Professional Skills in CTE

Join us as we explore how Arizona CTE, in collaboration with statewide industry stakeholders, intentionally created a comprehensive list of professional skills essential for workforce success. Hear about how they were created and have become a part of Arizona's high-quality CTE. Discover the innovative approaches to integrate into curricula, ensuring students are equipped with the tools necessary for thriving in diverse career pathways. Don't miss this opportunity to learn from Arizona's pioneering approach to empowering students.

- Joel Wakefield

Believe, Belong, Become: Collaborating to Become a Career-Focused Region

Our region went through a collaborative, multi-year process with K-12, business and industry, higher education, and the Chamber of Commerce of creating more career-focused opportunities for students.

- Gary Udouj
- Stephanie Freeman
- Amye Drackett

Breakout Session #6 – Friday 10/11, 9:55am – 10:55am

Threading Transformational Work-Based Learning with Existing Infrastructure

Transformational work-based learning programs are inclusive, sustainable and positively impact students. Learn how to develop transformational work-based learning program structures to effectively connect with complimentary educational learning opportunities. Let's revolutionize how your educational institution, local businesses and community efficiently support student learning. With a simplified approach elevating key educational initiatives, this workshop session will provide the why, how and time for application. Attendees will gain a solid understanding on how to transform local experiences and infrastructure for effective change. Together we CAN make a difference!

- Kristy Volesky

Breaking Paradigms with a Catch-All Pathway: one college's revolutionary applied baccalaureate degree transforms perceptions and realities in CTE

Students are commonly presented with a choice between CTE or college/university pathways, reinforcing a stigma for applied learning and reflecting a disconnect with workforce opportunities. Chemeketa Community College's new BAS degree presents an exciting new model with the potential to transform the landscape of opportunity in CTE and workforce development.

- Jessica Howard, PhD
- Marg Yaroslaski

Strengthening Foundations, Sharing Expertise: Building Statewide Mentorship for New CTE Teachers

This presentation offers insights into the collaborative efforts underway to develop a cadre of statewide mentors, providing comprehensive support for CTE educators and ensuring the continued success of CTE programs across the state. By recognizing the complexity of CTE teaching and investing in robust mentor-mentee relationships, ODE and InterMountain ESD aim to increase retention and satisfaction while ultimately improving student experiences and outcomes.

- Margaret Mahoney
- Caitlin Russell

100% Retention: How Minnesota's CTE Teacher Induction Program Retains Teachers

The Career and Technical Education Teacher Induction Program (CTE TIP) is the statewide CTE mentoring program, based on our successful Agriculture, Food, and Natural Resources 25-year-old teacher induction program, combining in-person support with curriculum and professional development to support early-career teachers during their first years in the profession. Lakes Country Service Cooperative and the Minnesota Association of Career and Technical Educators (MnACTE) administer CTE TIP, which is primarily funded by two state CTE and mentorship grants, with additional support from Perkins leadership funds.

Participants of this workshop will leave understanding the multiple efforts and lessons learned to successfully launch this program, which on average, results in 97% of teachers who participate in our program returning to teach the following year and more than 90% of participants still teaching two years later. CTE TIP functions as a professional learning community where participants meet throughout the year through monthly virtual meetings and in the fall and spring with two face-to-face meetings. The program provides free access to curriculum and

resources and participants form cohorts based on their licensure content area to develop new resources and support one another.

We will also discuss the program within broader statewide recruitment and retention efforts, including teacher tracking, job postings, and teacher licensure.

- Dr. Lavyne Rada
- Dr. Zane Sheehan
- Troy Haugen
- Shelli Sowles

Breakout Session #7 – Friday 10/11, 11:00am – 12:00pm

AI at Your Fingertips: Harnessing Digital Tools

In this dynamic session, we delve into the transformative power of Artificial Intelligence (AI) in reshaping education and workforce development. As educators and workforce leaders, understanding and utilizing AI is pivotal in preparing students for the rapidly evolving job market. This presentation will introduce a curated selection of both free and paid AI tools designed to enhance efficiency, creativity, and decision-making in educational settings. Attendees will gain insights into practical applications of AI tools across various domains, including personalized learning, data analysis, and career guidance. Participants will receive an invaluable toolkit containing links, resources, and step-by-step guides to explore these tools at their own pace.

- Rachael Mann

Registered Youth Apprenticeships - the WEEDS

The nation is talking about the importance of apprenticeship and youth are in high demand in today's workforce. The next generation of workforce is eager to start specific, supported, and sustainable career development and Registered Youth Apprenticeship provides valuable work experience for learners and timely employees for high-need career fields. This seminar will focus on the WEEDS of RYAPs and how to navigate those challenges and opportunities from the apprenticeship sponsorship lens of a K-12 public South Dakota School District.

- Breanne Lynch

Innovative Ideas that Ignite Work Based Learning for Special Education in CTE

This session is led by a Transition Coordinator who has created many community partnerships that have proven success for students to graduate with a high school diploma, obtain job/career readiness, create self-awareness, leadership skills, and the ability to change their family tree. Join me for an exciting and interactive session that will break down the steps to building community partnerships for your students' success! Learn what workforce development looks like!

- Dr. Katie Siegel

Not Enough Money for Professional Development?

Administrators in CTE rarely have sufficient funding to provide everyone with high quality professional development opportunities. It can often be expensive and benefit only a limited number. How can we get larger economies of scale? This session will facilitate discussion amongst attendees of successful best practices, and present hybrid methods of bringing the conference to your site using synchronous and asynchronous learning opportunities. Let's maximize the bang for our buck.

- Kevin Fleming