

THE COLLEGE AND CAREER READINESS BUREAU'S **CTE CORNER**

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CTE BEST PRACTICES: NUMBERS DON'T LIE

GALLUP-MCKINLEY COUNTY SCHOOLS

Numbers don't lie—and they certainly make a big difference in the quality of your CTE programs. To understand that, you won't need to look much further than Gallup-McKinley County Schools.

Carrie Lovato, Director of Curriculum and Assessment, and Jack McFarland, Director of Instruction and College and Career Readiness, would tell you it has taken a village – and years of work—to improve Gallup-McKinley Schools' overall CTE success by improving the district's course sequencing in approved programs of study.

"Eight years ago, we wanted to improve our tier one structures and get our proficiency arrows pointed in the right direction. The school board helped develop our strategic plan that was centered on college and career readiness. We wanted to provide rigor and relevance by connecting career and postsecondary opportunities with our curriculum," Lovato said.

A big part of Gallup-McKinley Schools' strategic plan involved taking a close look at its class offerings by creating a team of administrators, teachers, and counselors tasked with making sure students had at least two courses, and a capstone or dual credit class, offered in a program of study. This sequence is vital to reporting students who participate, concentrate and complete CTE programs of study.

To start, the district looked at labor market information to find out what careers were priorities in the area. When they realized health science, engineering, and construction were areas of focus, they began to ask themselves, "How do we teach those classes?" The district turned to the [Career Cluster Guide Book](#) to find out who could teach those pathways along with what materials were needed for classes.

McFarland would tell you the entire process certainly came with some learning opportunities, too.

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MESSAGE FROM TEAM CCRB: BARBARA ARMIGO



Happy New Year CTE leaders. As you all know, the College and Career Readiness Bureau is eager to kick off 2022 with renewed energy for students participating in Career Technical Education in the state. The opportunities they have are vast and varied because of teachers, administrators, counselors and every staff member who makes the programs work and grow.

I've been with the CCRB for more than seven years and I have seen your work first hand. We cannot thank you enough for the innovative teaching you have provided to make sure students have the opportunities to learn about various CTE occupations, earn certifications and develop skills that will help them pursue postsecondary education and rewarding careers in their chosen fields. Please reach out to me or any of my CTE coach colleagues (see our contact information below in the newsletter) for questions about high quality CTE programs, networking opportunities or to simply let us know the success stories you see every day at your school and district.

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CTE BEST PRACTICES: NUMBERS DON'T LIE CONTINUED...

"Initially, we created an engineering class but realized our courses weren't aligned with course sequencing. We needed to build a three-class pathway to allow our students to become completers," McFarland said. "Now, we have pathways that center around helping our community. For example, before the pandemic, we wanted to build tiny homes and auction them off. Our engineering students would learn about how to

build proper roofs while our health students would learn about the purpose of tiny homes. Our whole school worked together."

"IF YOU'RE COURSE SEQUENCING IS NOT RIGHT, YOU WILL NOT HAVE A LEGITIMATE COLLEGE AND CAREER READINESS PROGRAM."
CARRIE LOVATO

Lovato and McFarland are passionate about course pathways and have some words of wisdom for any district who may not see the benefits of spending its time and effort toward offering courses in a logical sequence.

"You're not going to offer students equitable opportunities if you're not looking at sequencing," Lovato said. "It's just a random elective class if you're not focused on course codes. You also can't align your resources and justify whether you deserve funding for your programs. With a course sequence, you'll be able to get students to completer status and see

why your classes are working. At the end of the day, if you're course sequencing is not right, you will not have a legitimate college and career readiness program."

For any district looking to improve course sequencing, McFarland has one piece of advice.

"Get your hands on the [Career Cluster Guide Book](#) and labor

market information to figure out what pathways you can create at your school. It made a huge difference for us," McFarland said.

The College and Career Readiness Bureau (CCRB) publishes the New Mexico Career Cluster Guide—a book that lists recommended programs of study, course sequences, course STARS numbers, workforce certifications, postsecondary programs, and more. [You can access the PDF version here](#) or if you would like to order physical books for your district, [click here](#).

For one-on-one assistance, you can also reach out to the CTE coach in your region by viewing their contact information at the end of each newsletter. CCRB coaches are here to help!

CAREER CLUSTER FOCUS:
BUSINESS,
MANAGEMENT &
ADMINISTRATION



Each month, we are highlighting one of the 16 different career clusters. This month, we focus on the Business, Management, and Administration career cluster. It is likely to see moderate new job growth in the next decade.

- **Most annual average openings:**
 - General and Operations Managers (1,375 new jobs)
 - First-Line Supervisors of Office and Administrative Support Workers (1,021 new jobs)
 - Management Analysts (380 new jobs)
- **Highest median annual wage jobs:**
 - General and Operations Managers (\$104,430)
 - Human Resources Managers (\$103,890)
 - Administrative Service Managers (\$96,910)
- **Top jobs for middle education (Associate's degree, Associate's certification):**
 - Administrative Service Managers (\$64,760 entry annual wage)
 - General and Operations Managers (\$47,740 entry annual wage)
 - First-Line Supervisors of Office and Administrative Support Workers (\$36,730 entry annual wage)

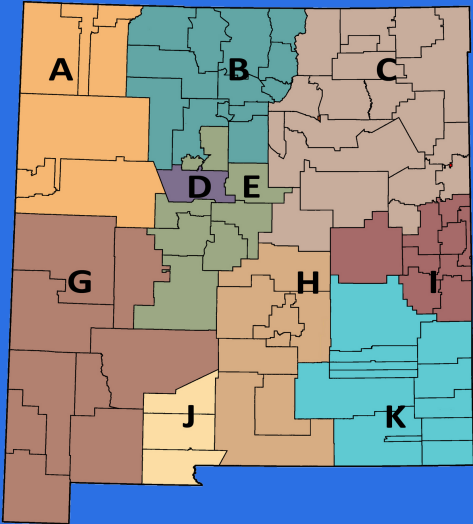
You can find detailed information about New Mexico jobs on our district-focused website: www.careerpathways-nm.com

SAVE THE DATES: COMPREHENSIVE LOCAL NEEDS ASSESSMENT MEETINGS

Shortly, CCRB will send out invites for our regional bi-annual Comprehensive Local Needs Assessment meetings. The following dates are tentatively set aside for each region:

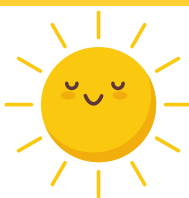
- Region A: February 23, 2022
- Region B: February 17, 2022
- Region C: February 15, 2022
- Region D: March 2, 2022
- Region E: February 16, 2022
- Region G: February 18, 2022
- Region H: February 16, 2022
- Region I: February 14, 2022
- Region J: January 19, 2022 and February 8, 2022
- Region K: February 23, 2022

For more information on the CLNA meeting in your region, please reach out directly to [the coach in your region](#).



INDUSTRY ADVISORIES FOR CAREER TECHNICAL EDUCATION

Dozens of industry leaders made their voice heard during the College and Career Readiness Bureau's series of industry advisories. On January 6, our team hosted a large number of Computer Science and IT hiring managers for the virtual Computer Science Industry Advisory for Career Technical Education. Meanwhile, a detailed survey was delivered to dozens of Health Sciences hiring managers for the Health Sciences advisory. The Perkins Act requires Comprehensive Local Needs Assessment meetings with industry leaders. For more information on these two advisories or to view recording for the Skilled Trades advisory, view the [CCRB's YouTube page](#) or email Christian.Naranjo@state.nm.us.



SUMMER ENRICHMENT INTERNSHIP PROGRAM RETURNING IN 2022

In the inaugural 2021-year, federal funding covered the cost of summer internships for nearly 1,300 New Mexico high school students. 26 counties and tribes participated in the program with more than 300 community partners. The program will return in 2022. You can learn more about the entire project at NMInterns.com. Regarding the upcoming 2022 year, the NMPED has already started conversations with county and tribal partners about how to improve the program. If you would like your county or tribe to participate in this fruitful program, we highly recommend you encourage them to reach out to Special Project Manager, Marc Duske, at Marc.Duske@state.nm.us.

CTSO OF THE MONTH: BUSINESS PROFESSIONALS OF AMERICA

Each month, we will highlight a different Career Technical Student Organization (CTSO). For January, we are highlighting New Mexico Business Professionals of America (BPA), the leading CTSO for students pursuing careers in business management, office administration, information technology, and other related career fields. The mission of the BPA is to develop and empower students to discover their passion and change the world by creating unmatched opportunities in learning, professional growth, and service. Currently, BPA has more than 700 members in 34 chapters statewide. Any school can start their very own BPA chapter!



NEW MEXICO
BUSINESS
PROFESSIONALS
OF AMERICA

Website: nmctso.com/bpa/

Phone: 575-562-4729

Email: Christine.Phipps@enmu.edu

For a full list of CTSOs in New Mexico, along with their contact information, [see the Career Technical Student Organization page](#) on the CCRB website.

WELCOME MELISSA DELAURENTIS TO CCRB!



Please welcome Melissa DeLaurentis! Melissa joined the CCRB team in December as an Education Administrator to coordinate Advanced Placement, grant management, and much more. She dedicated 17 years to Las Cruces Public Schools as a middle school and high school science teacher, Instructional Specialist, and district STEM Coordinator. She recently completed her EdD in Educational Leadership and Administration. Welcome, Dr. DeLaurentis!

AP WHAT'S HAPPENING WITH AP?

Registration is open for Advanced Placement Winter Workshops, February 2, 2022! AP Winter Workshops provide full-day professional learning for specific AP courses, led by endorsed College Board consultants. These virtual workshops are facilitated by REC-9, free to attend, and open to current and prospective AP teachers. Substitute reimbursement is available. This year's workshops will address 10 different AP courses. Space is limited, so sign up today if you are interested. [Click here](#) to learn more or to register. Send questions to Melissa at 505-490-3512 or Melissa.DeLaurentis@state.nm.us.



UNDERSTANDING PERFORMANCE INDICATORS: 5S3 PROGRAM QUALITY WORK-BASED LEARNING

Performance indicators are the core indicators of performance set by the U.S. Department of Education, Office of Career, Technical, and Adult Education (OCTAE). The CCRB set Perkins V baseline percentages based on data from the last two years submitted by each district or postsecondary. To help you better understand performance indicators, we delve into one indicator each month. This month, we will cover 5S3: Program Quality Work-Based Learning.

Numerator: Number of CTE Concentrators who graduated in the reporting year and completed a course identified as work-based learning

Denominator: Number of CTE concentrators who graduated in the reporting year

State baseline: 15%

Multiracial: 8.47%

English learners: 7.77%

Male: 9.28%

Hawaiian Pacific Islander: 9.09%

Individuals with disabilities: 8%
Female: 12.13%

Homeless individuals: 12.42%

Individuals from economically disadvantaged families: 10.57%

Hispanic: 12.06%

African American: 8.7%

Youth who are in, or have aged out of, the foster care system: 13.33%

Individuals preparing for non-traditional fields: 11.12%

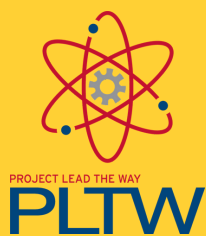
Native American: 6.71%

Asian: 11.32%

Single parent: 14.81%

Youth with a parent who is an active duty member of the armed forces: 8.41%

Caucasian: 8.39%



PROJECT LEAD THE WAY GRANT OPPORTUNITY

Project Lead the Way, a nonprofit organization that develops STEM curriculum, is offering the following grant opportunities on a bi-monthly basis throughout the year:

- PLTW Launch (preK-8th grade): Up to \$13,900 for participation fees and up to 24 registration fees
- PLTW Gateway (6th-8th grade): \$9,100 for participation fees and up to 6 registration fees
- PLTW Biomedical Science (9th-12th grade): \$14,000 for participation fees and 4 registration fees
- PLTW Computer Science (9th-12th grade): \$14,000 for participation fees and 4 registration fees
- PLTW Engineering (9th-12th grade): \$16,000 for participation fees and 4 registration fees

Grantees must offer the grant awarded program for the entire three-year grant period. Currently, there is no deadline for applying. Schools must apply through the PLTW Portal (myPLTW). For questions, reach out to Ester Gonzalez at egonzalez@pltw.org.



RURAL SCHOOL LEADERSHIP ACADEMY

Attention all rural school leaders! Teach for America is looking for educators and leaders from rural areas to join the Rural School Leadership Academy (RSLA) for the 2022-2023 school year. The cohort is a fully sponsored fellowship that connects rising rural school educators with one another. Program highlights include:

- Three cycles of virtual professional development focused on building skill in school leadership competencies
- At least one in-person rural community gathering and school visit
- One-on-one leadership coaching twice a month throughout the fellowship

This opportunity is open to all rural educators including those who have no previous experience with Teach for America. The application deadline is January 17, 2022. [Learn more and apply here.](#)



PATHWAYS2CAREERS: CAREER-BASED MATH CURRICULUM

Pathways2Careers math courses are complete! This free, career-focused core math content is now available on the P2C platform, giving teachers access in one place to hundreds of interactive lessons in 8th Grade Math, Algebra I, Geometry, and Algebra II, along with other resources such as Quantile assessments and career exploration tools. Educators interested in implementing Pathway2Careers math curricula are invited to attend professional learning with MC2. This 2-hour session will provide an overview of the resources, help you integrate them into your classroom and improve your teaching. Select one of the following dates and sign up:

- Jan 20, 2022, 4:30-6:30pm. [Click here to register](#)
- Feb 23, 2022, 4:30-6:30pm. [Click here to register](#)

You must register in advance for professional learning. After registering, you will receive a confirmation email with instructions for joining the meeting. [Sign Up](#) to be informed of additional professional learning events throughout the spring semester. For more information about P2C, contact John at 505-396-1992 or John.Gabaldon@state.nm.us.

We would like to hear the story of your career journey. With Community Voices videos, students learn about real jobs in New Mexico, find purpose in school, and connect with a role model who inspires them. If you or someone you know want to share your story with students who are exploring their options, [click here](#) to sign up! It only takes about 45 minutes. To learn more, reach out to Breezy at 505-231-5425 or Breezy.Gutierrez@state.nm.us.



DATES AND DEADLINES

You can stay up to date with deadlines and events on the PED calendar! To learn more about the following events, [click here](#):

- **January 6:** Computer Science and IT Industry Advisory for Career Technical Education
- **January 17:** Rural School Leadership Academy Deadline
- **January 17:** Dr. Martin Luther King Jr. Day
- **January 19:** Region G CLNA Meeting #1
- **January 20:** Pathway2Careers Professional Learning
- **February 2:** AP Winter Workshops
- **February 7:** ECHS-NM Convening
- **February 8:** Region G CLNA Meeting #2
- **February 14:** Region I CLNA Meeting
- **February 15:** Region C CLNA Meeting
- **February 16:** Region E CLNA Meeting
- **February 16:** Region H CLNA Meeting
- **February 17:** Region B CLNA Meeting
- **February 18:** Region G CLNA Meeting
- **February 23:** Region A CLNA Meeting
- **February 23:** Region H CLNA Meeting
- **February 23:** Counselor Conference
- **February 23:** Pathway2Careers Professional Learning
- **March 2:** Region D CLNA Meeting



LITTLE LIBRARIES COMPETITION

The NMPED has launched a series of competition for New Mexico schools to design and build little lending libraries to celebrate the state's Year of Literacy. Schools can compete in one or both of two categories to design or build a little library based on specifications provided. The winner in the build category will be featured in social media posts and installed in front of the Jerry Apodaca Building in Santa Fe, where the NMPED is housed. In addition, the department is working to secure additional awards. Submissions are due March 17, 2022 with winners decided by a panel of judges and announced on April 1, 2022. To view the rubrics or to learn more information, [please click here.](#)

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CTE Region D
Initiatives: Counselors, FAFSA, Next Step Plan
CTSO: Educators Rising

Regions G & J
Initiatives: Climate Change
CTSO: FCCLA

Region K
Initiatives: Dual Credit, Computer Science
Strategic Plan
CTSO: CS Alliance



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Region I
Initiatives: Advanced Placement
CTSOs: BPA, DECA

Region H
Initiatives: Careers2Community, Certifications
CTSOs: TSA, STEM Challenge

Region I
Initiatives: Careers2Community
CTSOs: BPA, DECA



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Region C
Initiatives: Certifications
CTSO: SkillsUSA

Region B
Initiatives: Office for Civil Rights/Federal Compliance for
LEAs, Equity
CTSO: CTLP

Regions A & E
Initiatives: Early College High Schools
CTSO: HOSA



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Regions G&J
Initiatives: Climate Change
CTSO: FCCLA

Initiatives: Work-Based Learning
Toolkit, Internships
CTSOs: All

Initiatives: Newsletter, Career Cluster
Guide Book