



## Maximizing Impact: Leveraging Career and Technical Education in Colorado's New Accountability System (HB25-1278)

# Introductions

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Associate State Director of CTE

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Director of CTE Accountability & Performance

# Objectives

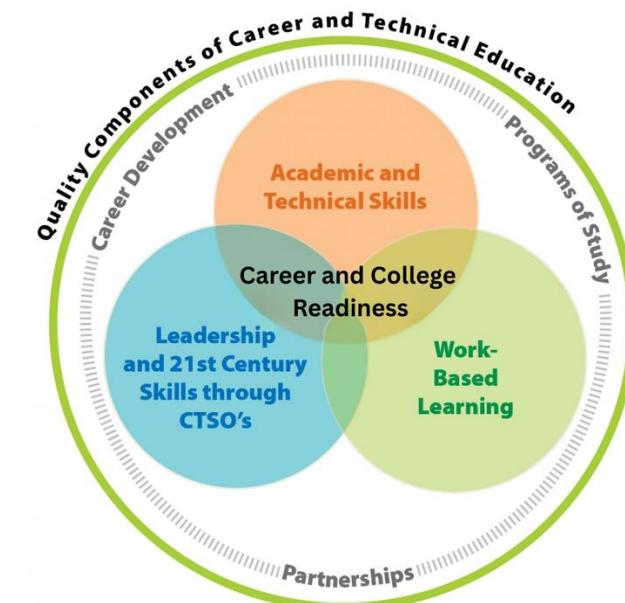
- **Understand** what SB25-315 & HB25-1278 means for Colorado's accountability system and how it impacts CTE.
- **Explore** practical ways to **connect your CTE programs** to the new Postsecondary and Workforce Readiness (PWR) indicators.
- **Learn** how to **measure and share** the value of CTE in demonstrating school and student success.
- **Discover** strategies to **build stronger partnerships** with industry and postsecondary institutions to support your learners.



# Career & Technical Education

## Postsecondary and Workforce Readiness

- Pathways linked to high-skill, high-wage, and in-demand careers.
- Integration of academics and hands on learning
- Connection to work-based learning, industry recognized credentials, and post-secondary credit.



Colorado CTE Mission: CTE ensures a thriving Colorado Economy by providing *relevant and rigorous* education that is **connected**, **responsive**, and **real**.

## Caring for Communities

### Education - Michelle Dennis

Early Childhood Development  
Education Administration & Leadership  
Learner Support & Community Engagement  
Outdoor Recreational Leadership  
Teaching, Training, & Facilitation

### Healthcare & Human Services - Jordan Whittington & Michelle Dennis

Behavioral & Mental Health  
Biotechnology Research & Development  
Community & Social Services  
Health Data & Administration  
Personal Care Services  
Physical Health

### Public Service & Safety - Jordan Whittington

Emergency Response  
Judicial Systems  
Local, State, & Federal Services  
Military & National Security  
Public Safety

## Building & Moving

### Advanced Manufacturing - Alex Dickey & CarrieAnn Mathis

Engineering  
Industrial Machinery  
Production & Automation  
Robotics  
Safety & Quality Assurance

### Construction - Alex Dickey

Architecture & Civil Engineering  
Construction Planning & Development  
Equipment Operation & Maintenance  
Skilled Trades

### Supply Chain & Transportation - Alex Dickey

Air & Space Transportation  
Ground & Rail Transportation  
Maintenance & Repair  
Planning & Logistics  
Purchasing & Warehousing

## Connecting & Supporting Success\*\*

### Digital Technology\*\* - CarrieAnn Mathis

Data Science & AI  
IT Support & Services  
Network Systems & Cybersecurity  
Software Solutions  
Unmanned Vehicle Technology  
Web & Cloud

### Management & Entrepreneurship\*\* - Jennifer Cormier

Business Information Management  
Entrepreneurship & Small Business  
Leadership & Operations  
Project Management

### Marketing & Sales\*\* - Jennifer Cormier

Market Research, Analytics, & Ethics  
Marketing & Advertising  
Retail & Customer Experience  
Strategic Sales

### Alternative Cooperative Education\*\* ACE - Lauren Jones

## Creating & Experiencing

### Arts, Entertainment, & Design - Michelle Dennis & CarrieAnn Mathis

Design & Digital Arts  
Fashion & Interiors  
Lighting & Sound Technology  
Media Production & Broadcasting

### Hospitality, Events, & Tourism - Michelle Dennis

Accommodations  
Conferences & Events Management  
Culinary & Food Services  
Travel & Leisure

## Cultivating Resources

### Agriculture - Kelly Schmidt

Agribusiness  
Agricultural Power Technology & Automation  
Animal Systems  
Food Science & Processing Plant Systems  
Water Systems

### Energy & Natural Resources - Kelly Schmidt

Clean & Alternative Energy  
Conservation & Land Management  
Ecological Research & Development  
Environmental Protection  
Resource Extraction  
Utilities

## Investing in the Future ^^

### Financial Services - Jennifer Cormier

Accounting  
Banking & Credit  
Financial Strategy & Investments  
Insurance  
Real Estate

#### \*\*Interdisciplinary Clusters

Denote careers that overlap in **all** industries, highlighting the versatile and interconnected nature of today's workforce. These careers can stand on their own or be contextualized in each Cluster and emphasize the need for adaptability in navigating the modern economy.

#### Notes:

Clusters are listed in alphabetical order. Clusters and Sub-Clusters represent the current and emerging world of work in Colorado. PWR skills are embedded in every CTE program and course.

# CTE's Reach

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**6 Cluster Areas**

**16 Sub-Cluster Areas**

**# of participating districts/institutions**

**154 Secondary districts**

**19 post-secondary + Department of Corrections**

**# of total enrollment in CTE**

**41,892 Middle School students in 162 programs.**

**129,269 Secondary students in 1,367 programs.**

**108,255 Postsecondary students in 716 programs.**

# Delivery of CTE Programs

- Designated Career and Technical Education Schools
- Middle School Programming
  - Exploratory
  - Pathway Specific
- Comprehensive High Schools

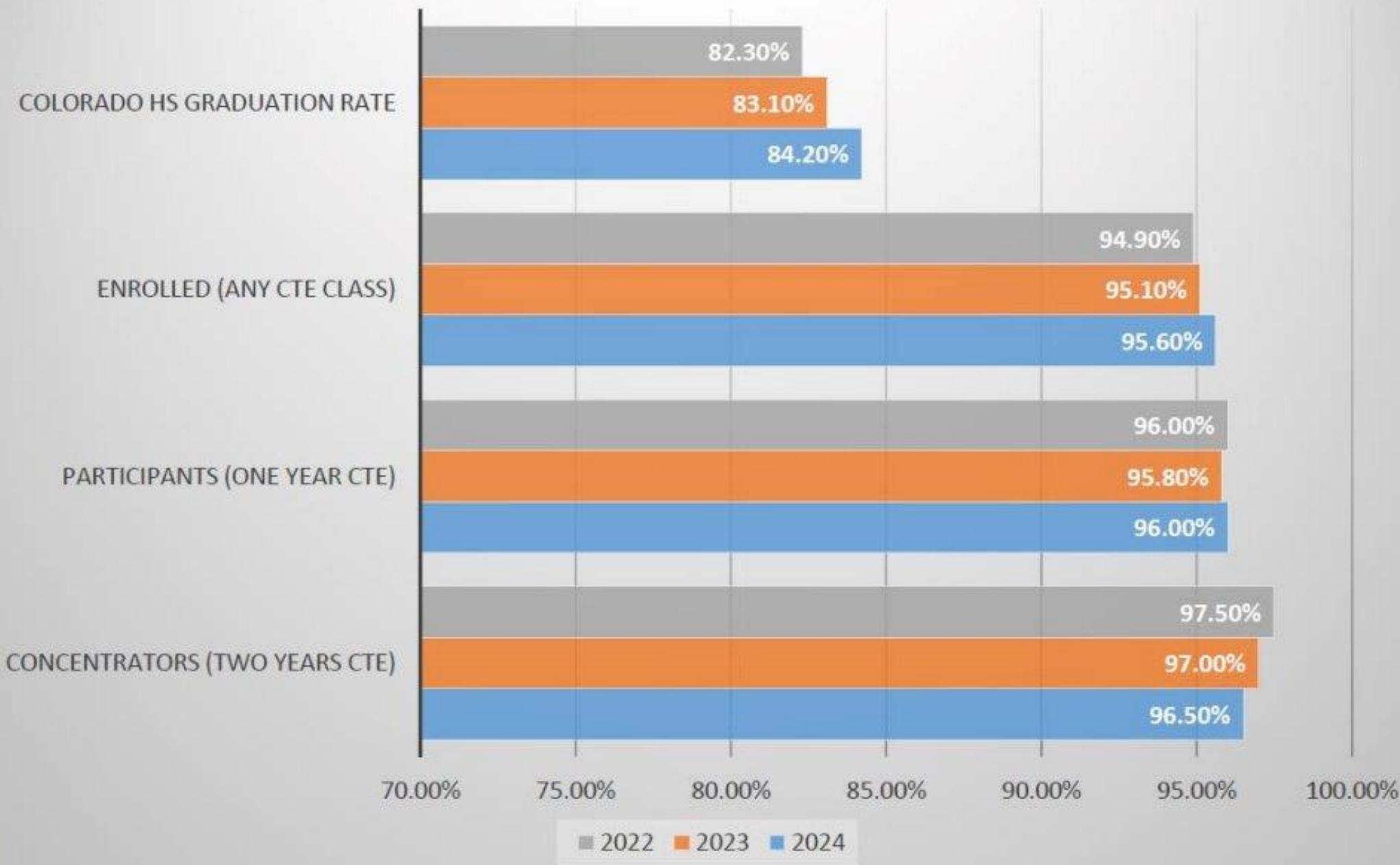


# CTE Outcomes

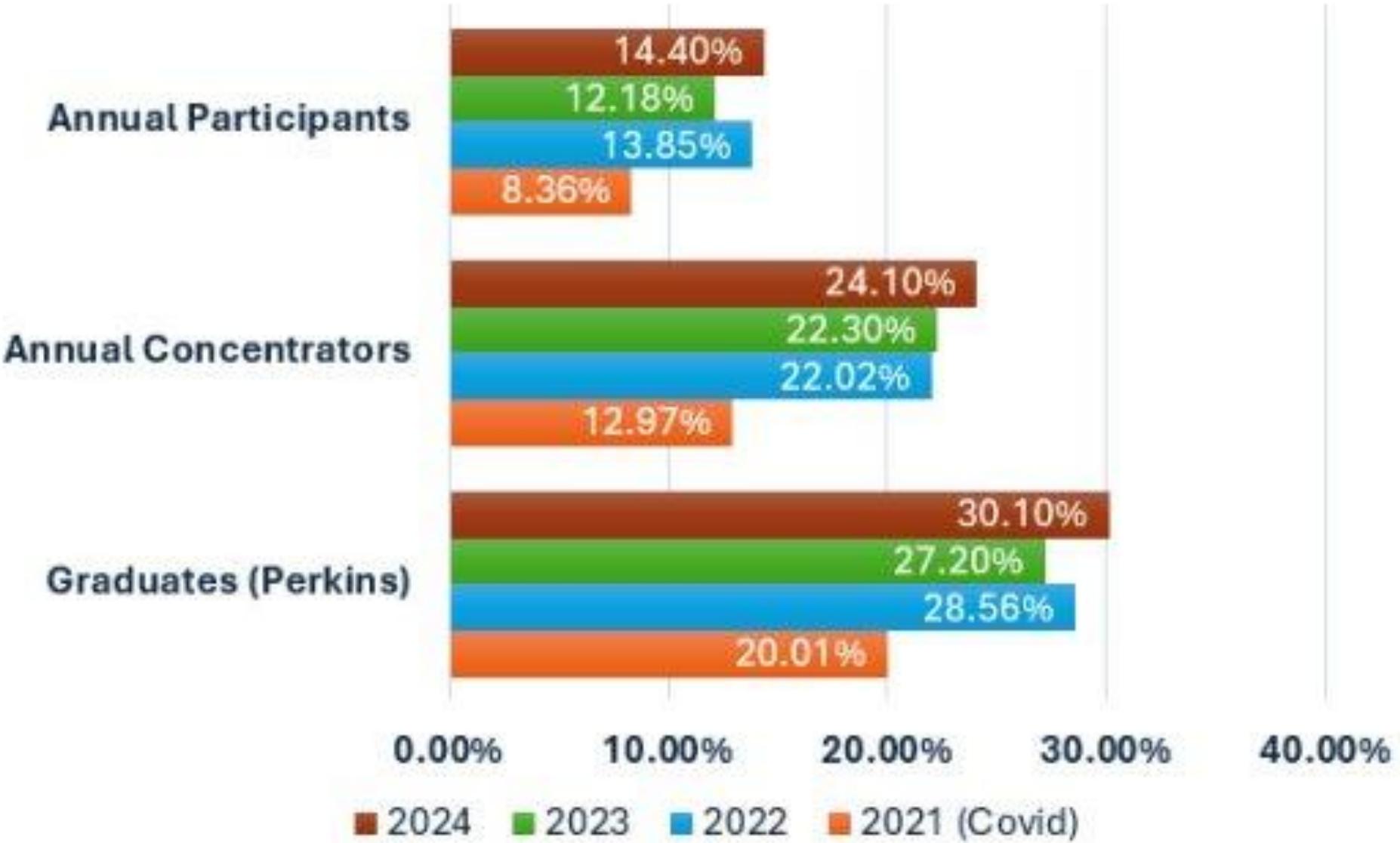
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- **97% were enrolled in postsecondary education or training, enlisted in the military or working within one year of graduation.**
  - 55% were working
  - 45% enrolled in four-year college or university
  - 22% enrolled at a community college/technical college
  - 4% enrolled in an apprenticeship program
  - 2% enlisted in the military

## CTE Graduation Rates



# Secondary Annual WBL



# CTE Funding Sources

## Perkins V

- Federal Funding
- Formula Based
- Supports program innovation and expansion.
- \$9 million annually
  - 115 districts participate via consortium

### Innovations in CTE Competitive Grants

- Up to \$250,000

## Career & Technical ACT (CTA)

- State Funding
- Formula Based
- Covers instructional costs, contracting costs, equipment, curriculum/supplies.
- \$31 million annually
  - Reimbursement is prorated based on available funds.

## SB25-315 Funds

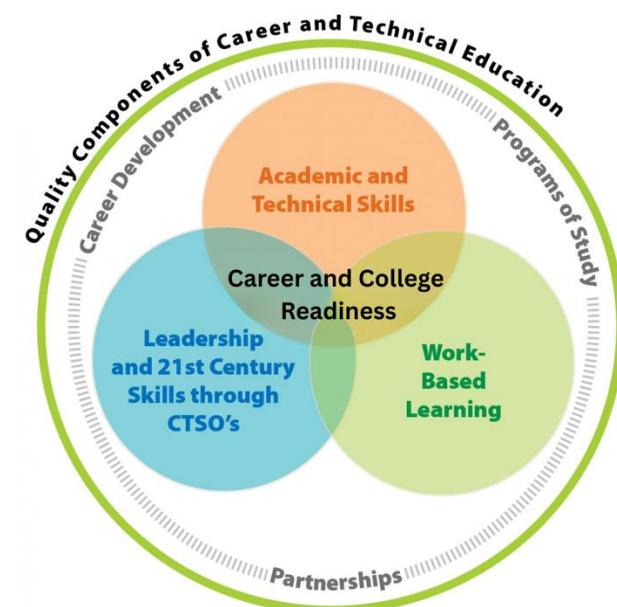
- Supports development of programs
- Fewer restrictions than Perkins and CTA.
  - 3 funding stages
- Start- up Funds - \$4.5 M (2025-2026) \$10 M (2026-2028)
  - Sustainability Funds- \$14 million (2026-2027)
  - Innovation Funding (2028-2029 replaces Start-up)

# Perkins V - Strengthening Career and Technical Education for the Twenty-First Century Act

**Strengthen and expand high-quality CTE programs.**

Academic integration, business partnerships, programs of study

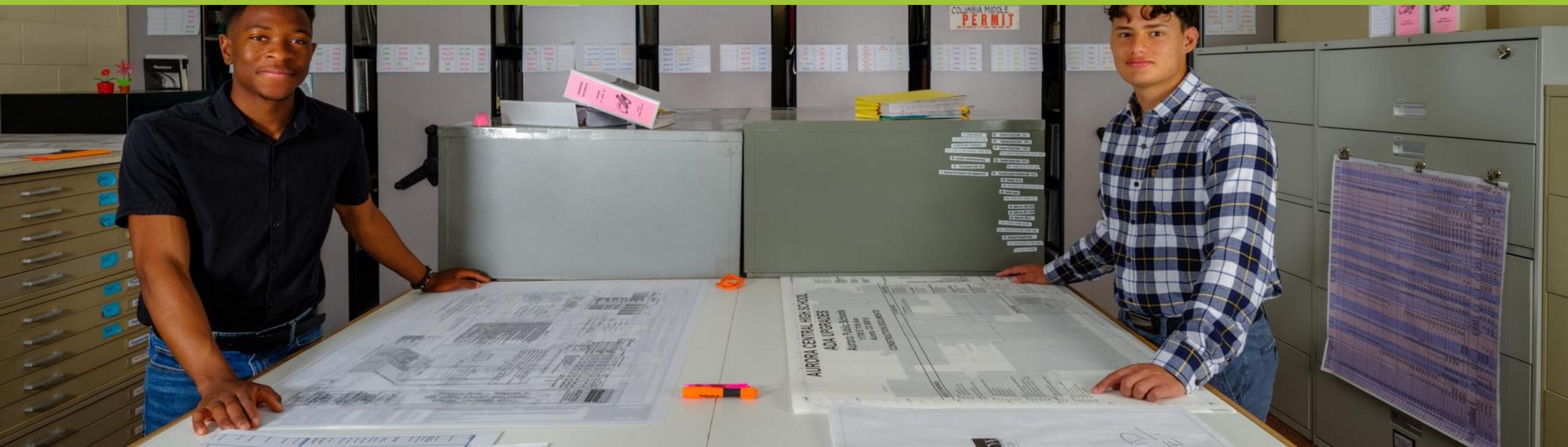
- Ensures access and equity
- Support data-driven program improvement
- Aligns education with workforce needs
- Federal-to-state-to-local funding flow.



# CTE Performance Metrics – since 2020

- 1S1 – Four Year Graduation Rate
- 2S1 – Academic Proficiency – Reading/Language Arts
- 2S2 – Academic Proficiency – Mathematics
- 2S3 – Academic Proficiency – Science
- 3S1 – Post Program Placement
- 4S1 – Non Traditional Concentration
- **5S1- Program Quality – Work-based Learning**

# Policy Landscape



# SB25-315 Postsecondary and Workforce Readiness

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- Updates PWR funding
- New Start-up, Sustain, and Innovation Funding Models
- Incentivizes student outcomes (The BIG 3)
  - Post-secondary credit attainment (college credit)
  - Industry-recognized credentials
  - Work-based Learning
- Encourages innovation, equity, and alignment to workforce needs.

# HB25-1278 Education Accountability

- Refines the state's education accountability system.
- Expands PWR measures
  - BIG 3 in PWR measure
- Adds accountability metrics of career readiness
  - Removes SAT from PWR section
- Emphasizes transparency and continuous improvement

# Crosswalk with CTE

## Education Accountability System changes

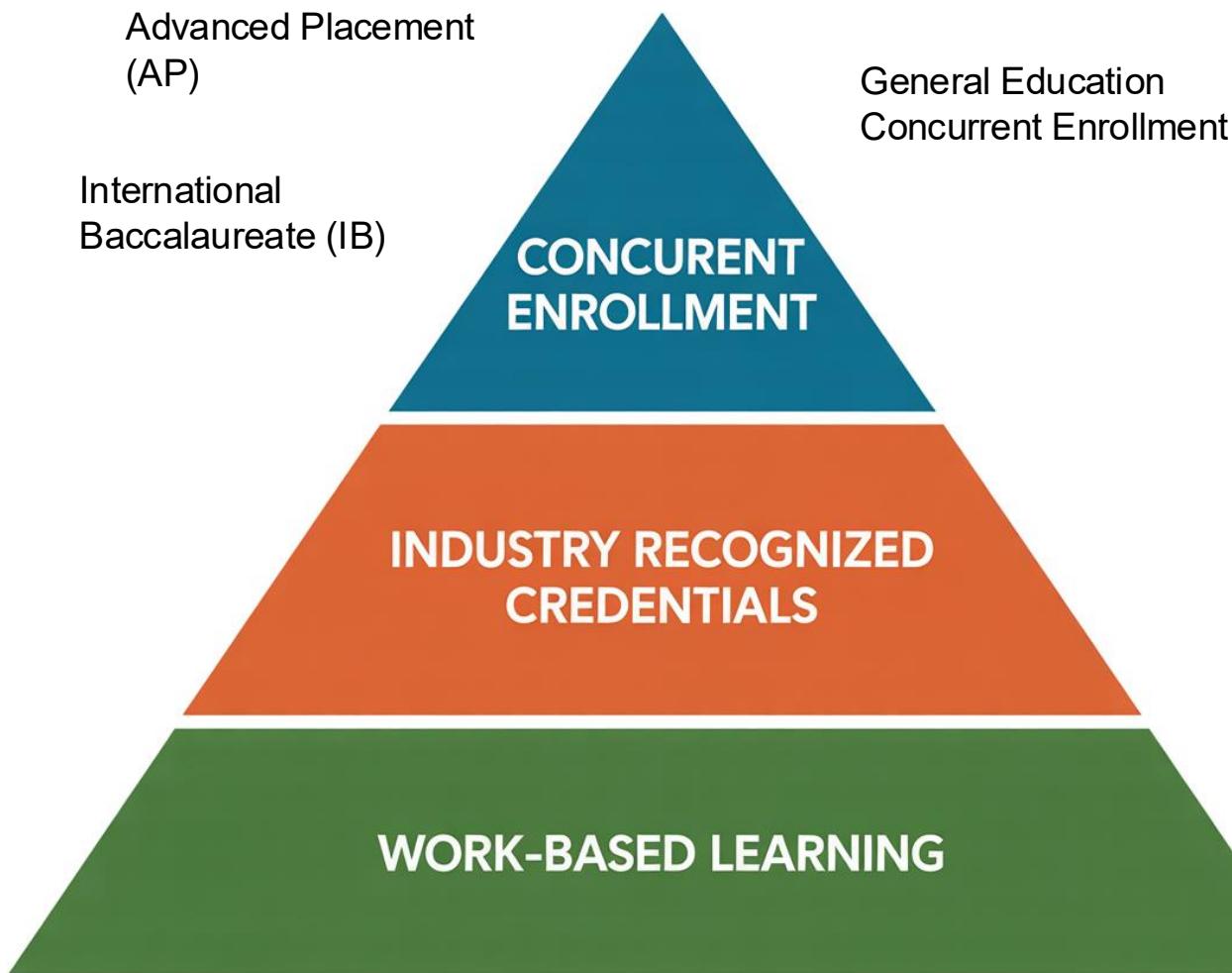
### Perkins Performance Metrics

- Academic Proficiency – Reading/Language Arts
- Academic Proficiency – Mathematics
- Academic Proficiency – Science
- Four Year Graduation Rate
- Non-Traditional Concentration
- **Program Quality – Work-based Learning**
- Post Program Placement

### New Framework Indicators

- Academic Achievement (30%)
- Academic Growth (40%)
- Postsecondary & Workforce Readiness (30%)
  - Graduation Rate
  - Dropout Rate
  - College & Career Readiness before graduation
    - The BIG Three
    - Postsecondary progression

# CTE is the SOLUTION!



# Connecting to CTE

## The Starting Point...

- CTE + Perkins + State Policy
  - Student career readiness
  - Workforce alignment
  - Equity and Access
  - Continuous Improvement
- When systems align, students succeed.



# Creating Conditions for Success

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- Hiring policy
  - Licensure vs credential
- Salary scale
  - Industry
  - Military
- Leverage the district as a business for Work-Based Learning
- Coordination across districts
  - Innovative partnerships
  - Leverage proximity

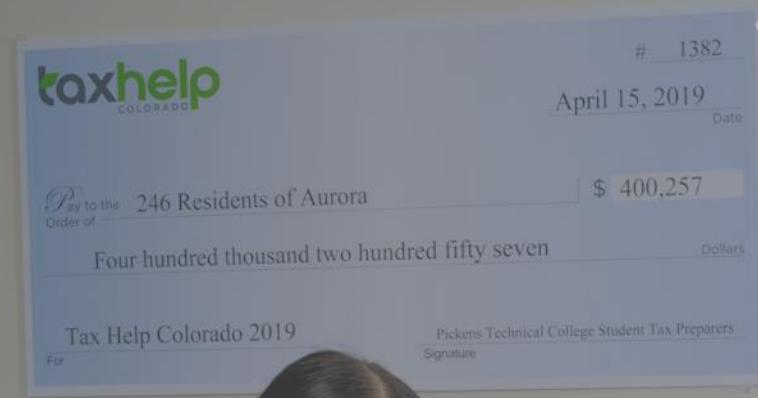
*Advocating for work already happening in your district.*



What do you need as a board member to better understand the Big Three and how they are being implemented in your district?



What do you see as opportunities to support implementation of the new PWR framework in your programs?



What's a quick win for your district in preparing for 1278 implementation?



Haas Technical  
Education Center

How can we continue to support you as board  
members and districts in implementing high  
quality CTE programs?



## COLORADO CAREER AND TECHNICAL STUDENT ORGANIZATIONS (CTSOs)

2026

CTSOs connect Colorado's students to real-world experiences through professional, leadership, and career development. Each CTSO holds an annual event to showcase its members' hard work throughout the year. We hope you can join us as a volunteer for our 2026 events!

### Health Sciences

*HOSA Future Health Professionals State Leadership Conference*

February 13-15 at the Gaylord Rockies Resort & Convention Center, Aurora, CO  
[coloradohosa.org](http://coloradohosa.org) | [admin@coloradohosa.org](mailto:admin@coloradohosa.org) | [HOSA Judging Registration](#)



### Engineering, Technology, and Media Arts

*Technology Student Association State Leadership Conference*

February 19-21 at the Gaylord Rockies Resort & Convention Center, Aurora, CO  
[coloradotsa.org](http://coloradotsa.org) | [chase.gordanier@cccs.edu](mailto:chase.gordanier@cccs.edu) | [TSA Judging Registration](#)



### Marketing, Finance, and Hospitality Management

*Colorado DECA State Career Development Conference*

February 22-24 at The Broadmoor, Colorado Springs, CO  
[coloradodeca.org](http://coloradodeca.org) | [brad.peer@cccs.edu](mailto:brad.peer@cccs.edu) | [DECA Judging Registration](#)



### Family and Consumer Sciences

*Family, Career, and Community Leaders of America State Leadership Conference*

April 2-4 at the Sheraton Denver Downtown, Denver, CO  
[coloradofccla.org](http://coloradofccla.org) | [jordan.sveen@cccs.edu](mailto:jordan.sveen@cccs.edu) | [FCCLA Judging Registration](#)



### Business Leadership

*Colorado Future Business Leaders of America State Leadership Conference*

April 2-4 at the Gaylord Rockies Resort & Convention Center, Aurora, CO  
[coloradofbla.org](http://coloradofbla.org) | [molly.davis@cccs.edu](mailto:molly.davis@cccs.edu) | [FBLA Judging Registration](#)



### Technical, Skilled, and Service Trades

*Colorado SkillsUSA State Leadership and Skills Conference*

April 7-9 at the Pueblo Convention Center, Pueblo, CO  
[skillsusaco.org](http://skillsusaco.org) | [carri.senter@cccs.edu](mailto:carri.senter@cccs.edu) | [SkillsUSA Judging Registration](#)



### Alternative Cooperative Education

*Successful Career Students of Colorado (SC)<sup>2</sup>Leadership Conference*

May 1 at Arapahoe Community College, Littleton, CO  
[coloradostateplan.com/educator/ace/sc2](http://coloradostateplan.com/educator/ace/sc2) | [acetctsoadvisor@gmail.com](mailto:acetctsoadvisor@gmail.com) | [Judging Registration](#)



### Agricultural Education

*Colorado FFA State Convention*

June 1-4 at Colorado State University-Pueblo, Pueblo, CO  
[coloradoffa.org](http://coloradoffa.org) | [shannon.baylie@cccs.edu](mailto:shannon.baylie@cccs.edu) | [FFA Judging Registration](#)



[www.CTEinColorado.org](http://www.CTEinColorado.org)

# Colorado CTE

[CteinColorado.org](http://CteinColorado.org)

## State Board of Education

<https://ed.cde.state.co.us/cdeboard>

## SB25-315 PWR

<https://leg.colorado.gov/bills/sb25-315>

## HB25-1278 Accountability

<https://leg.colorado.gov/bills/hb25-1278>

# Resources & Support

Victoria Crossover

[Victoria.crossover@cccs.edu](mailto:Victoria.crossover@cccs.edu)

Emily Fickbohm

[Emily.fickbohm@cccs.edu](mailto:Emily.fickbohm@cccs.edu)



# Questions

