



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

Introductions

Victoria Crownover

Associate State Director of CTE

Emily Fickbohm

Director of CTE Accountability &
Performance

Objectives

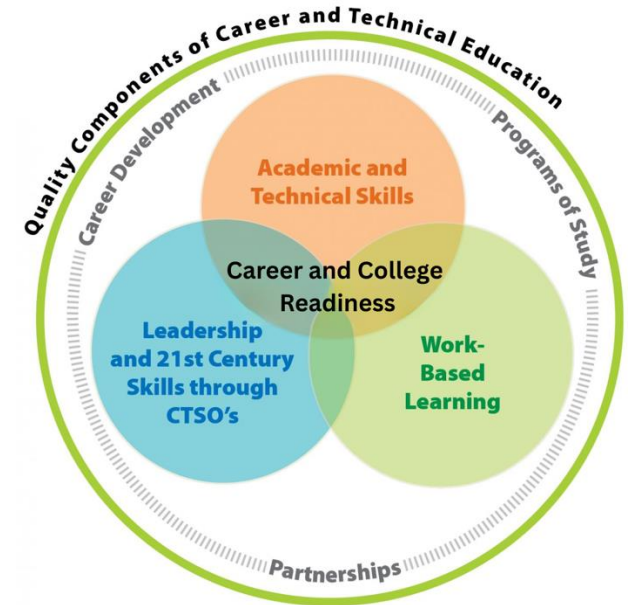
- **Understand** what SB25-315 & HB25-1278 means for Colorado's accountability system and how it impacts CTE.
- **Explore** practical ways to **connect your CTE programs** to the new Postsecondary and Workforce Readiness (PWR) indicators.
- **Learn** how to **measure and share** the value of CTE in demonstrating 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.

^^Business and Marketing secondary CTE programs will include Management & Entrepreneurship, Marketing & Sales, plus Financial Services under Investing in the Future.

CTE's Reach

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

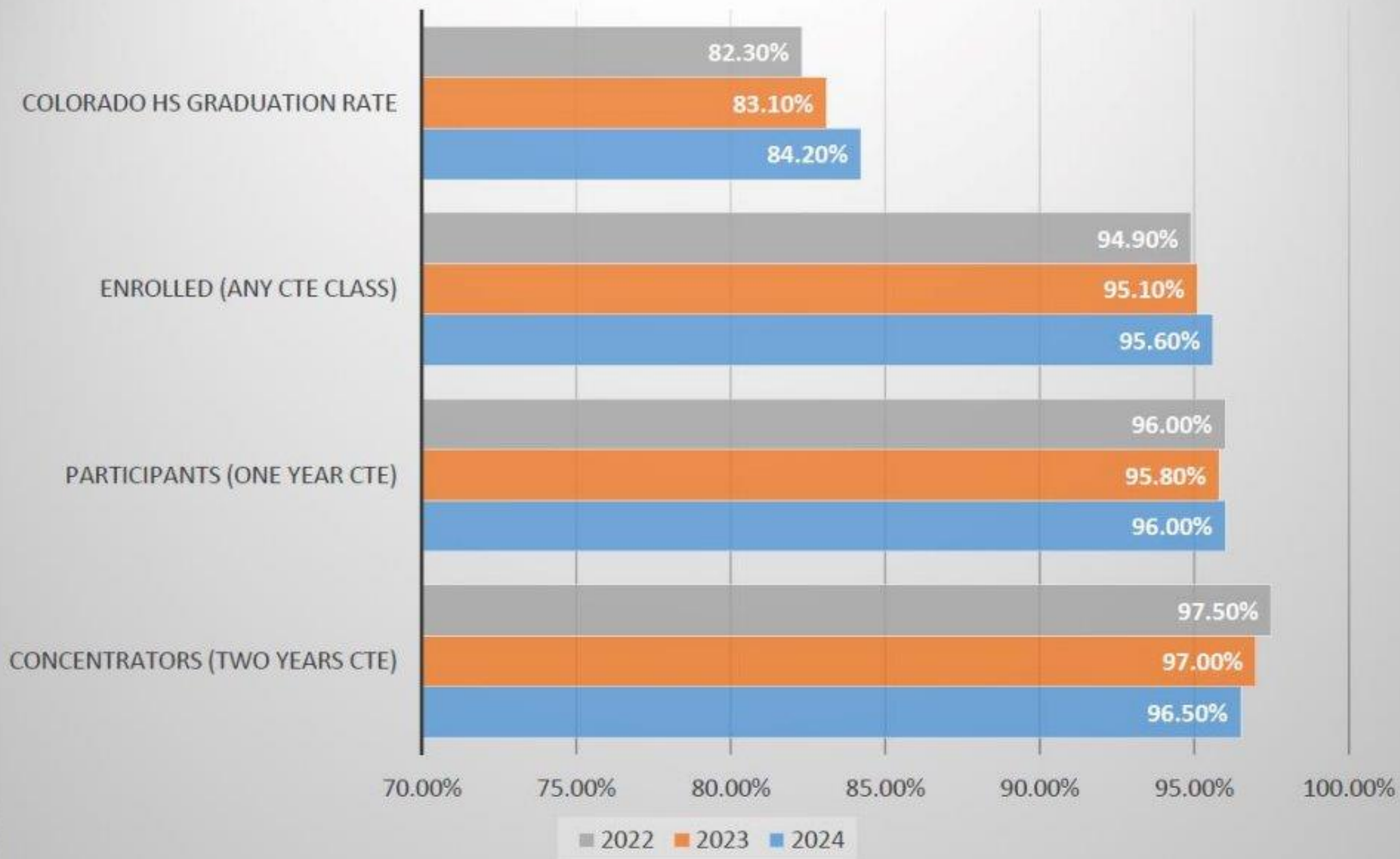
- Designated Career and Technical Education Schools
- Middle School Programming
 - Exploratory
 - Pathway Specific
- Comprehensive High Schools



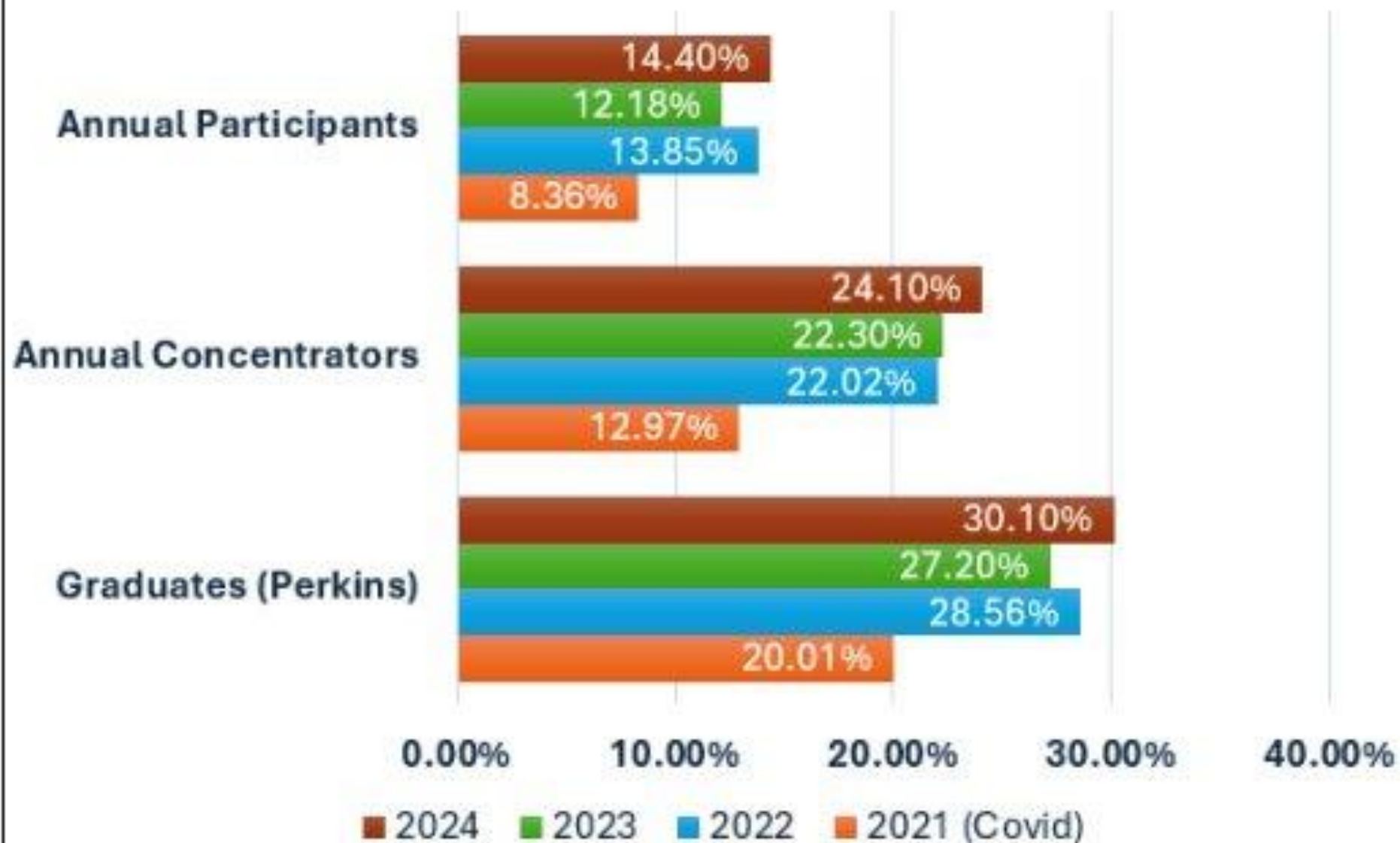
CTE Outcomes

- 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

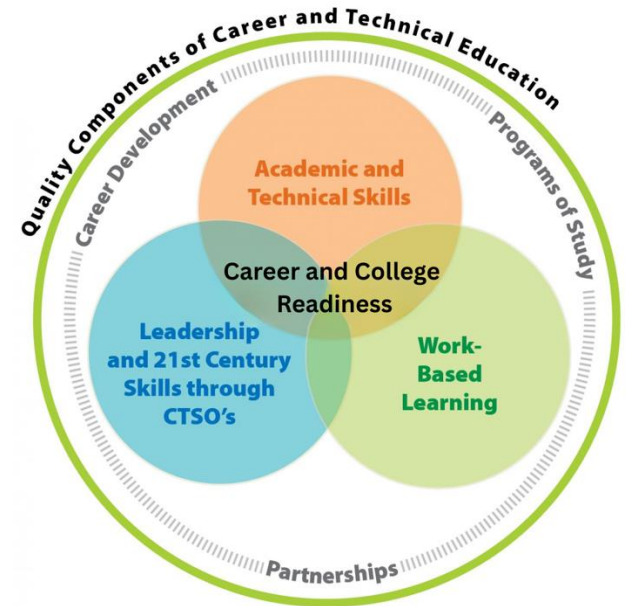
- Supports development of programs
- Fewer restrictions than Perkins and CTA.
 - 3 funding stages
- Start-up Funds - \$4.5 M (2025-2026) \$10 M (2026-2028)
 - Sustainability Funds- \$14 million (2026-2027)
 - Innovation Funding (2028-2029 replaces Start-up)

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

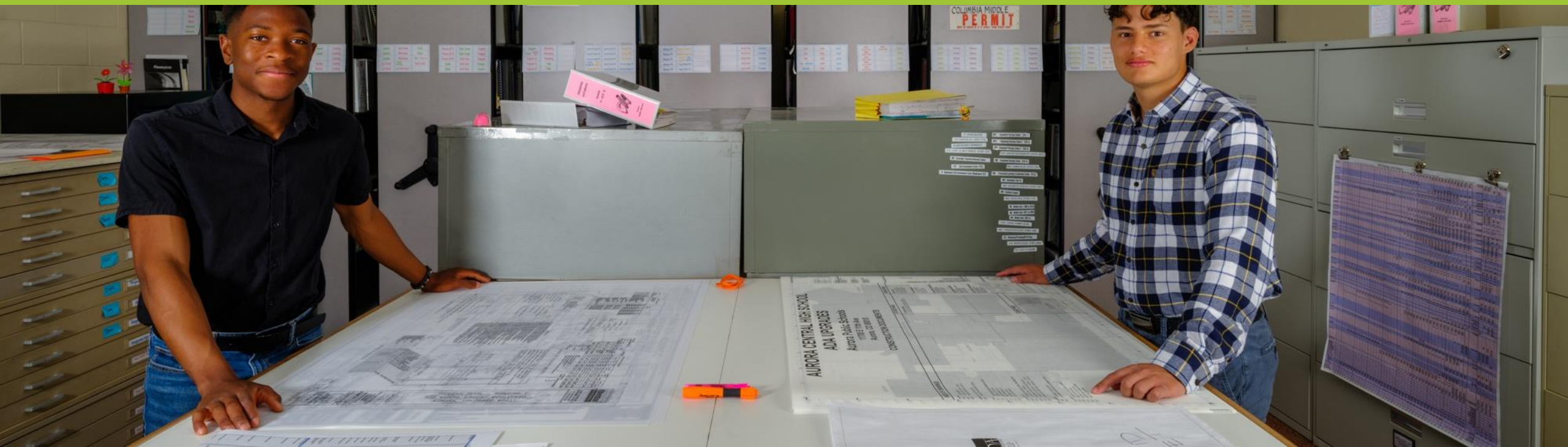
- Ensures access and equity
- Support data-driven program improvement
- Aligns education with workforce needs
- Federal-to-state-to-local funding flow.



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

- 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

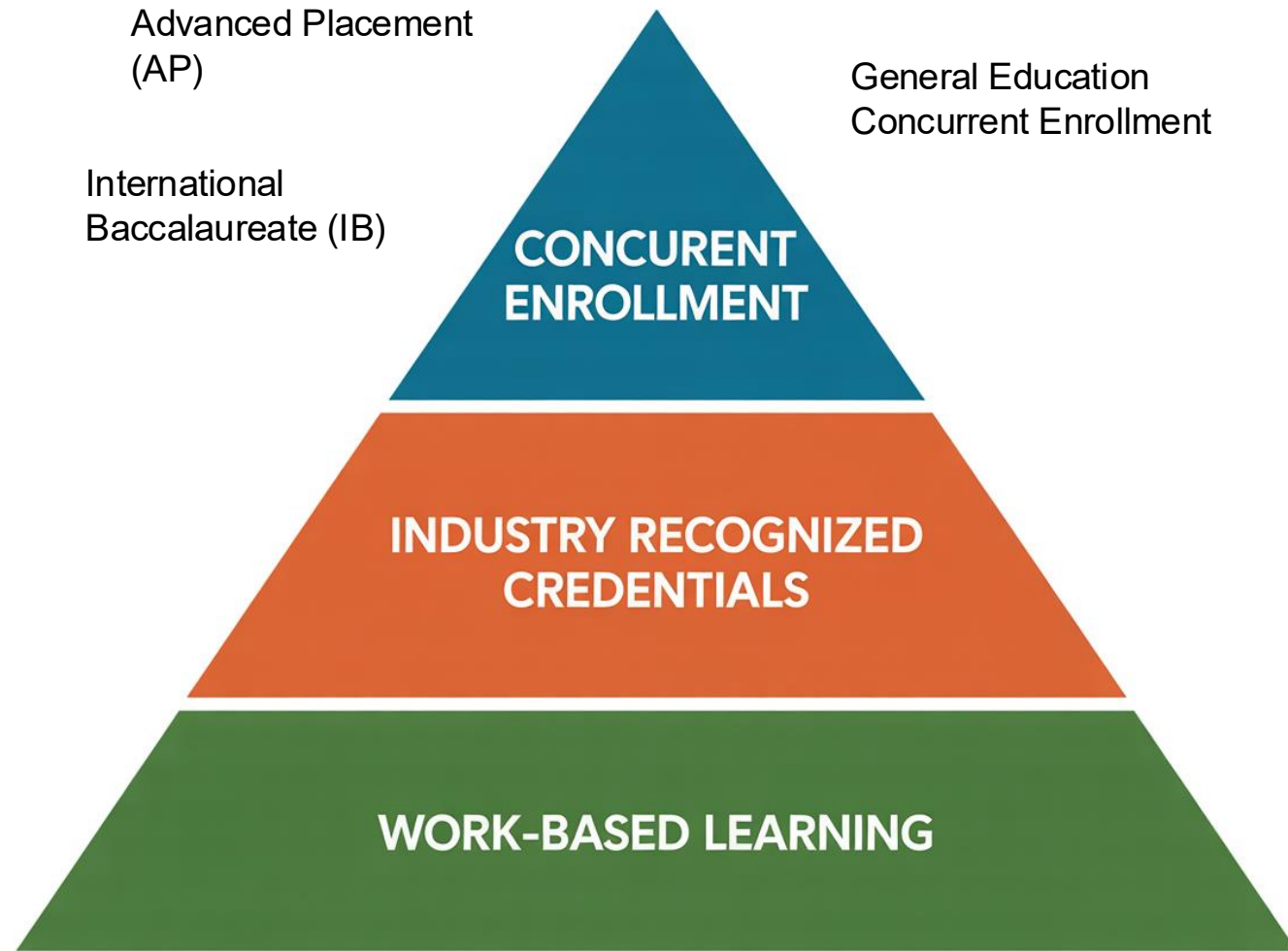
Perkins Performance Metrics

- 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

- 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.

A group of five people, three young men and two older men, are standing in a workshop or classroom setting. They are surrounded by HVAC equipment, including a large green refrigerant cylinder, a workbench with various tools and components, and a large metal unit. The background features a white brick wall with a diagram and a handwritten note. The text overlay at the bottom of the image reads: "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 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?

1382
April 15, 2019
Date

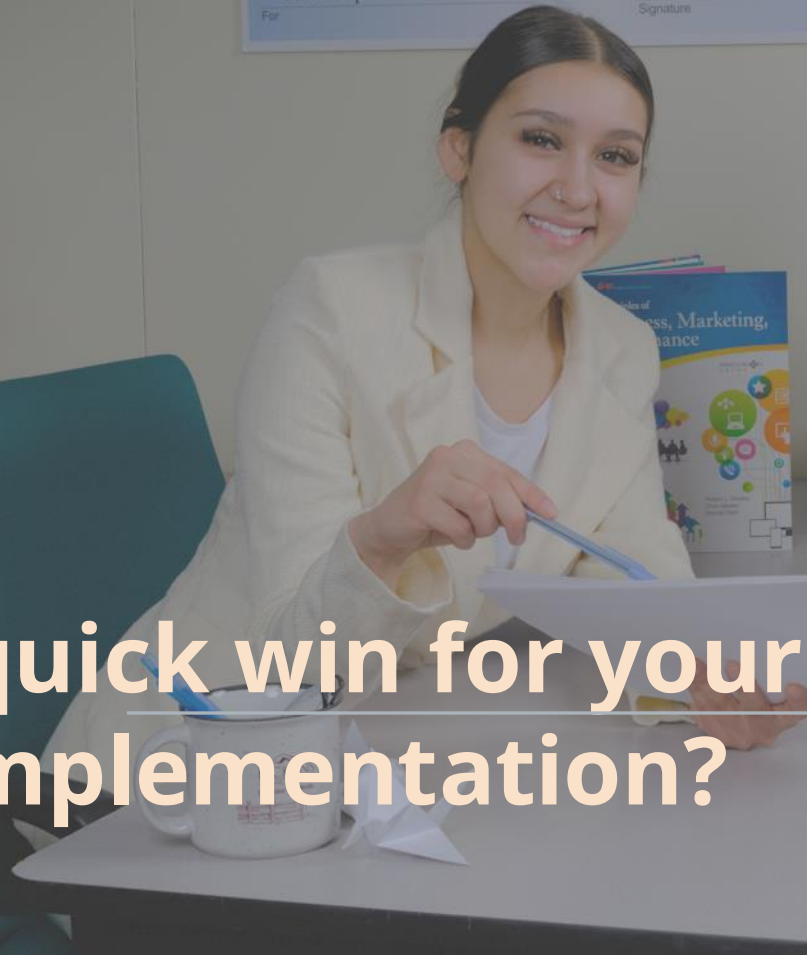
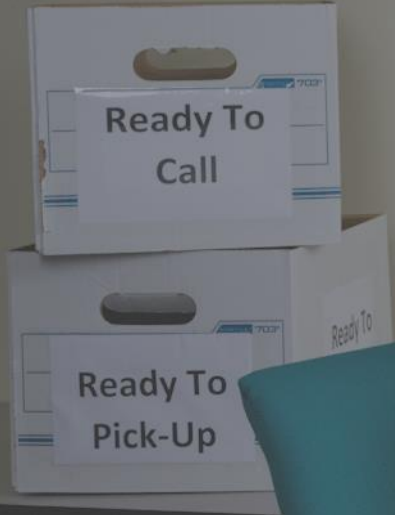
taxhelp
COLORADO

Pay to the Order of 246 Residents of Aurora \$ 400,257

Four hundred thousand two hundred fifty seven Dollars

Tax Help Colorado 2019
For Signature

Pickens Technical College Student Tax Preparers



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

Maas 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!

www.CTEinColorado.org

Health Sciences

HOSA Future Health Professionals State Leadership Conference

February 13-15 at the Gaylord Rockies Resort & Convention Center, Aurora, CO
coloradohosa.org | 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 | 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 | 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 | 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 | 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 | carri.senter@cccs.edu | [SkillsUSA Judging Registration](#)



Alternative Cooperative Education

Successful Career Students of Colorado (SC)² Leadership Conference

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



Agricultural Education

Colorado FFA State Convention

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



Colorado CTE

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>

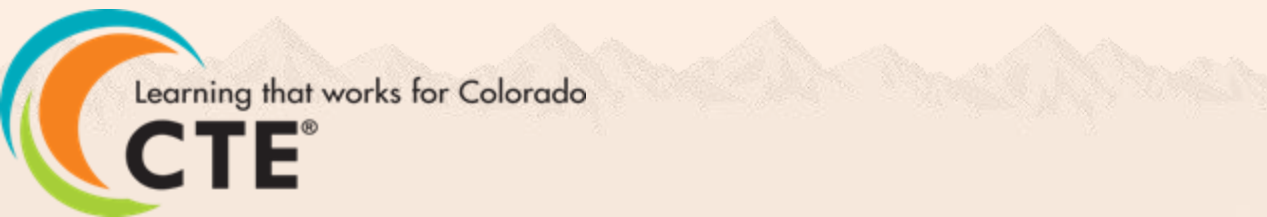
Resources & Support

Victoria Crownover

Victoria.crownover@cccs.edu

Emily Fickbohm

Emily.fickbohm@cccs.edu



Questions

