

## *Arizona Career and Technical Education*

### *Vision:*

**Develop Arizona's competitive workforce through the power of Career and Technical Education.**



### *Mission:*

**Career and Technical Education will engage Arizona learners in relevant experiences leading to purposeful and economically viable careers.**

## Strategic Plan Objectives and Strategies

### Objective #1

**By 2021, ADE, in collaboration with stakeholders, will develop a career literacy framework, guidelines, and resources for K–12<sup>th</sup>.**

S1: Establish committee comprised of educators representing K-4, 5-8, 9-12 and industry partners and stakeholders

S2: Define career literacy for K-4, 5-8, 9-12

S3: Identify and review available resources and guidelines to develop a framework for K-4, 5-8, 9-12

S4: Develop a statewide career literacy framework for K-4, 5-8, 9-12

S5: Present and request feedback from public on proposed framework

S6: Evaluate input and finalize the career literacy framework

---

### Objective #2

**By 2021, ADE, in collaboration with stakeholders, will develop a plan to implement career literacy framework, guidelines and resources for grades K-12 to include strategies, promotional materials and professional development.**

S1: Disseminate career literacy framework, guidelines and resources through a variety of methods to LEAs

S2: Provide strategies to implement career literacy framework to LEAs

S3: Develop promotional materials on the career literacy framework to LEAs and stakeholders

S4: Create and provide professional development and training on the career literacy framework and guidelines to LEAs

---

### Objective 3

**By 2021, ADE will provide resources and strategies aimed at increasing enrollment, achievement, and program completion of special populations in CTE programs.**

S1: Designate a location on ADE CTE website for resources to increase achievement for each special population

S2: Promote collaboration between CTE, school counseling and LEA departments that provide services to special populations to increase achievement of special populations in CTE programs

S3: Create and provide professional development and training on strategies to increase enrollment, achievement and completion of special populations

---

### Objective #4

**By 2020, ADE will determine compliance and quality of CTE programs.**

S1: Define the criteria of an approved quality CTE program

S2: Create an instrument to determine compliance and quality of CTE program

S3: Identify the required artifacts of an approved quality CTE program

S4: Develop templates and guidelines to improve program quality as needed

---

### Objective #5

**By 2020, ADE, in collaboration with stakeholders, will review and crosswalk academic and CTE program technical standards for State Board of Education approval for academic credit**

S1: Develop an instrument that identifies the quality and quantity of academic content in the CTE program technical standards

S2: Refine the process to recommend and submit to the State Board of Education for academic credit

---

### Objective #6

**By 2020, ADE, in collaboration with stakeholders, will provide professional development to CTE teachers to integrate academic skills into CTE programs**

S1: Build partnerships to provide intentional professional development designed to integrate academic skills in CTE programs

Objective #7

**By 2020, ADE, in collaboration with stakeholders, will continually evaluate industry credentials, certifications, and/or licenses to ensure relevancy to Arizona's industry and CTE programs.**

S1: Develop an instrument to evaluate the relevancy of ADE approved industry credentials, certifications and/or licenses

S2: Update the ADE approved list of approved industry credentials, certifications and/or licenses

S3: Create a process to evaluate whether the approved industry credentials, certifications and/or licenses could be aligned with CTE program technical standards

---

Objective #8

**By 2020, ADE will provide resources and guidelines to districts in order to build partnerships regarding all types of work-based learning.**

S1: Provide training to educators on ADE's work-based learning guide

S2: Provide LEAs guidelines regarding the roles and responsibilities for business and industry in work-based learning

S3: Update work-based learning guide annually based on feedback from education stakeholders

---

Objective #9

**By 2020, ADE will develop a process for the required data-driven Comprehensive Local Needs Assessment to secondary and post-secondary institutions, to evaluate the quality of CTE program delivery on a biennial basis.**

S1: Create and distribute a template that evaluates the quality of CTE program delivery to secondary and postsecondary institutions.

S2: Provide guidance to LEAs to complete the Comprehensive Local Needs Assessment

S3: Review the Comprehensive Local Needs Assessment process for continuous improvement

---

Objective #10

**By 2020, ADE, in collaboration with community partners, will continuously provide intentional, timely, and accessible professional development to educators.**

S1: Survey stakeholders to determine professional development needs and desired delivery methods

S2: Develop community partnerships to assist in providing intentional, timely, and accessible professional development

S3: Review and update existing professional development to reflect current practices and industry needs

---

Objective #11

**By 2021, ADE, in partnership with business and industry, will develop a targeted teacher recruitment campaign focused on high need positions.**

S1: Form a committee comprised of ADE, industry and education professionals to develop a teacher recruitment plan

S2: Committee develops a targeted teacher recruitment campaign

---

Objective #12

**By 2021, ADE will support teacher retention efforts in collaboration with education stakeholders.**

S1: Identify best practices that support teacher retention

S2: Disseminate best practices to stakeholders

S3: Provide continuing professional development and training for CTE teachers

---

Objective #13

**By 2020, ADE will promote career and technical education as a pathway to purposeful and economically viable careers.**

S1: Identify successful marketing tools

S2: Develop a statewide and regional media/communication tool kit to promote CTE

S3: Distribute the tool kit to LEAs