



Mid-Winter Leadership Conference

February 5-7, 2025

Prescott Resort and Conference Center

Wednesday, February 5, 2025	
8:00 AM – 3:00 PM	<p>ACOVA Executive Committee Meeting Chino & Prescott <i>John Scrogam and ACOVA Executive Committee</i></p>
9:15 AM – 4:30 PM	<p>ACTEAZ Fellows Issue Day #2 Yavapai Community College Jerome (2:00 PM to 4:00 PM auction setup) <i>ACTEAZ Fellows</i></p>
1:00 PM – 4:00 PM	<p>ADE Quality and Compliance Training Granite Mountain <i>Kevin Imes and Cindy Gutierrez</i></p> <p>Required training for Federal Perkins and CTED Monitoring. Districts being monitored in school year 2025-2026 are required to have at least one district level staff in attendance at this training. Sign-In begins at 12:30 p.m.</p>
1:00 PM – 5:00 PM	<p>Using Advisory Councils Effectively Arizona <i>Amber Gloria and Rahsaan Bartet</i></p>
3:30 PM – 6:00 PM	<p>Midwinter Conference Registration Opens Bradshaw <i>Emeli Belloc and Courtney Cook</i></p>
4:00 PM – 6:00 PM 6:30 PM – 8:00 PM (Dinner Off-Site)	<p>ACTEAZ Executive Committee Meeting & Dinner Chino & Prescott <i>James Grieshaber and ACTEAZ Executive Committee</i></p>
8:30 PM – 9:30 PM	<p>ACTEAZ Fellows Networking Reception Yavapai Suite <i>James Grieshaber, ACTEAZ Fellows, and ACTEAZ Executive Committee</i></p>



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Thursday, February 6, 2025	
7:00 AM – 8:30 AM	<p>ADE CTE Administrator’s Meeting Registration Conference Lobby <i>ADE Staff</i></p>
8:00 AM – 12:00 PM	<p>Using Advisory Councils Effectively Arizona <i>Amber Gloria and Rahsaan Bartet</i></p>
8:30 AM – 11:30 AM	<p>ADE CTE Administrator’s Meeting Cottonwood, Clarkdale, and Sedona</p>
10:00 AM – 4:00 PM	<p>Midwinter Conference Registration Bradshaw <i>Emeli Belloc and Courtney Cook</i></p>
11:00 AM – 5:00 PM	<p>Exhibit Hall Opens (Exhibitors move in between 11:00 and Noon) Conference Hall Foyer</p>
11:50 AM – 4:00 PM	<p>Arizona CTED Consortium Meeting & Lunch Chino & Prescott <i>Joel Todd and CTED Superintendents</i></p>
11:45 AM – 1:30 PM	<p>Midwinter Conference Leadership Conference – sponsored by ElevateEdAZ Luncheon & Welcome Cottonwood, Clarkdale, and Sedona <i>James Grieshaber, ACTE AZ President, John Scrogam, ACOVA President, Dr. Robert Torres, ACTE President, and Isabel Gonzalez, Vice President of ElevateEdAZ</i></p> <p>Keynote Panel: Data-Driven Storytelling: Empowering CTE and Elevating Student Success <i>Michelle Crary, Samuel Irvin, Diane Parson, and Amy West</i></p> <p>Join us for a dynamic panel featuring Arizona’s finest data professionals, designed to empower CTE professionals with the tools to craft compelling stories that drive student success and workforce impact. This session will inspire attendees to see data as a powerful ally, not a daunting task, in showcasing the transformative effects of CTE.</p> <p>Panelists will explore practical strategies to access, interpret, and leverage state and local data. Learn how to highlight program successes, strengthen community and industry partnerships, and build a narrative that advocates for CTE’s role in Arizona’s workforce ecosystem.</p> <p>Whether you’re a CTE administrator, teacher, counselor, or industry partner, this session will equip you to champion the story of CTE in your school, district, and community. Together, we’ll unlock the potential of data to make a meaningful difference in the lives of students and the future of Arizona.</p>



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1:30 PM – 2:00 PM	Exhibitor Break Conference Hall Foyer			
1:30 PM – 2:50 PM	Post-Secondary AOAC Meeting Verde B <i>Jennifer Kaufman Fourness and AOAC</i>			
Thursday Afternoon Sessions				
2:00 PM – 2:50 PM				
Clarkdale & Cottonwood	Sedona	Granite Mountain	Arizona	Verde A
The Future of Workforce <i>Oleg Shvets</i>	Career Connected Learning, Support, and Insights Across the K20 Student Journey <i>Katherine Adams Jessica Howe</i>	In The Know with CTSOs! <i>Julie Ellis</i>	Future Ready: Career Literacy for K-8 Learning <i>Patti Pastor Susan Faretta</i>	Building Mathematical Literacy through CTE <i>Jeanette Scott</i>
3:00 PM – 3:50 PM				
Clarkdale & Cottonwood	Sedona	Granite Mountain	Arizona	Verde A
Designing New Programs with Industry at the Table – Pathways to Advanced Manufacturing and Semiconductor Workforce <i>Jarett Guy Julie Rodriguez Lindsay Duran Josh Fields Oleg Shvets</i>	Best Practices for Achieving High Placement Rates <i>Jessica Putton Andrea Calhoun Irma Espinoza</i>	CTSO Annual Chapter Submission Information <i>Julie Ellis</i>	The New Career Clusters - a working session on aligning CTE programs <i>Cindy Gutierrez</i>	MythBusters, Ability Unleashed: Challenging CTE Myths for Inclusive Success <i>Emily Brown Satah Alam</i>



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4:00 PM – 4:50 PM				
Verde B	Sedona	Granite Mountain	Arizona	Verde A
High-Wage, High-Skill and High-Growth Pathway Course Offerings <i>Dennis Bushong</i>	Boosting Student Success: Collaborative Insights on Work-Based Learning <i>Aron Schmidt</i>	Preparing for the Future: AI & Workforce Development <i>Nate Showman</i> <i>Drew Olsson</i>	Using Labor Market Data to Transform CTE Outcomes <i>Linsey Fredenburg</i> <i>Humes</i>	Empowering School Counselors: Unlocking the Potential of AI Tools <i>Lori Luzier</i> <i>Zully Rodriguez</i>
5:00 PM – 6:15 PM	Networking Reception and Scholarship Auction Eagle's Nest All Conference Attendees and Exhibitors			



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Friday, February 7, 2025				
7:00 AM – 10:00 AM	Midwinter Conference Registration Bradshaw Emeli Belloc and Courtney Cook			
7:00 AM – 11:30 AM	Exhibit Hall Opens Conference Hall Foyer			
7:00 AM – 8:00 AM	Breakfast Buffet and Fellows Auction Report Cottonwood and Clarkdale			
7:15 AM – 8:30 AM	ACTEAZ Board Meeting and Advocacy Update Cottonwood and Clarkdale James Grieshaber, ACTEAZ President ACTEAZ is a professional association whose purpose is to connect all CTE professionals with the network, resources, and abilities they need to make a meaningful difference. The business meeting will include strategic matters, including the secretaries' report, treasurer report, critical issues, and other business brought before its membership. All attendees are encouraged to attend.			
8:30 AM – 8:50 AM	ACOVA Business Meeting Cottonwood and Clarkdale John Scrogam, ACOVA President ACOVA is a professional association whose mission is to build community, advocacy and leadership for Arizona Career and Technical Education (CTE) Administrators. The business meeting will include strategic matters, including the secretaries' report, treasurer report, critical issues, and other business brought before its membership. All attendees are encouraged to attend.			
Friday Morning Sessions				
9:00 AM – 9:50 AM				
Sedona	Granite Mountain	Arizona	Verde A	Verde B
Redesigning Work-Based Learning Opportunities through Career Coaches <i>Marlo Loria</i> <i>Dawn Giles</i>	Revolutionizing Work-Based Learning Through AI: A Strategic Implementation in CTE Programs <i>Dr. Scott Spurgeon</i>	Crafting Custom Lessons with Artificial Intelligence (AI): From Concept to Classroom <i>Debbie MacKinney</i> <i>Kimberly McCroy</i>	The Foundation for CTE Success: It All Starts with Standards <i>Cathy Reed</i> <i>Hannah Higgs</i>	The future is now: The growth of CTE through the lens of K8. <i>Rahsaan Bartet</i> <i>Matthew Gilbert</i>



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10:00 AM - 10:50 AM				
Sedona	Granite Mountain	Arizona	Verde A	Verde B
ACOVA Mini Camp M&M <i>John Scrogam</i>	Preparing the "New-Collar" Workforce <i>Joann Bueno</i>	Building Early Career Awareness: Partnering for Success with My Future AZ and Junior Achievement <i>Jessica Howe</i> <i>Jennie Clausen</i>	Work- Based Learning Hacks - Making Community Connections Vanessa Burry Jayme Fitzpatrick	Drones - Middle School, High School and Post-Secondary Students - WF & Career Pathways CTE Programs <i>Nick Langolf</i>
11:00 AM - 11:50 AM				
Sedona	Granite Mountain	Arizona	Verde A	Verde B
ACOVA Critical Issues <i>John Scrogam</i>	Recruiting Best Practices to Ensure Better Application and Retention Rates! <i>Joleese Meadows</i>	Crafting Engaging PD: Elevate Your Session Design, Development, and Delivery <i>Patrick Clawson</i> <i>Tama Mohelnitzky</i>	High School Internships and the Power of Community Engagement <i>Kaymee Kelly</i> <i>Deanna Ainsworth</i> <i>Joelle Dickinson</i>	Rolling into the Future with Electric Vehicles <i>Mike MacLean</i>
12:00 PM - 1:00 PM	Midwinter Closing Lunch and Comments Cottonwood and Clarkdale James Grieshaber, ACTEAZ President, and John Scrogam, ACOVA President			



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Thursday Afternoon Session Descriptions

2:00 PM – 2:50 PM

The Future of Workforce

Clarkdale & Cottonwood

Oleg Shvets

This session will address the ongoing and prospective workforce efforts and initiatives led by the Arizona Office of Economic Opportunity in sectors such as Construction, Advanced Manufacturing, Healthcare, and Cybersecurity. Oleg Shvets, Communications and Workforce Program Manager, will discuss how programs such as *ReadyTechGo* and *BuildItAZ* are contributing toward fostering a robust workforce system and the crucial role of CTE as a key partner in developing a pipeline to these programs.

Career Connected Learning, Support, and Insights Across the K20 Student Journey

Sedona

Katherine Adams and Jessica Howe

The workforce ecosystem is made up of three pillars- career explorers, job trainers/educators, and employers. The key to impacting the workforce of the future is Career Connected Learning, Advocacy and Transparency. Bridging a path to the future workforce is made possible through awareness and access and completion of key pathway programs. This early insight is critical for the community's economic growth and sustainability. We are working to seamlessly connect those pillars.

In The Know with CTSOs

Granite Mountain

Julie Ellis

If you have a Career and Technical Student Organization (CTSO) at your school/district, this session is for you! We will go over some procedural changes for the 2024-2025 school year, collect feedback from the 2023-2024 school year, and have time to answer questions you may have for the CTSO State Advisors!

Future Ready: Career Literacy for K-8 Learning

Arizona

Patti Pastor and Susan Faretta

This session will be jam packed with resources to facilitate your teaching of career literacy. Research shows that students begin investigating as young as 2nd grade and that middle school is prime time to establish career pathways. Resources will be provided for K-8 teachers and the ADE eCTE standards will be explored.



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Building Mathematical Literacy through CTE

Verde A

Jeanette Scott

Learn how our district has worked to create opportunities within every CTE course to increase math literacy across 18 high schools. We will discuss the process used to integrate rigorous mathematical tasks within each program. We will share how we developed confidence and buy-in from CTE teachers as they integrate mathematical practices and standards into their programs using examples from multiple industries.

3:00 PM – 3:50 PM

Designing New Programs with Industry at the Table – Pathways to Advanced Manufacturing and Semiconductor Workforce

Clarkdale & Cottonwood

Jarett Guy, Julie Rodriguez, Lindsay Duran, Josh Fields, and Oleg Shvets

This panel discussion will provide valuable insights into the challenges and opportunities of aligning education programs with the rapidly evolving needs of Arizona’s advanced manufacturing and semiconductor sectors. Oleg Shvets from OEO will present Arizona's big picture and the *ReadyTechGo* Initiative. CTE leaders Joshua Fields from Sahuarita and Lindsay Duran from Chandler Unified will share insights on launching semiconductor programs, including benefits, challenges, and next steps. West-MEC will highlight its current and new Advanced Manufacturing programs and industry partnerships.

Best Practices for Achieving High Placement Rates

Sedona

Jessica Putton, Andrea Calhoun, and Irma Espinoza

Accurate placement data collection and thoughtful follow-up with program completers are essential for achieving high placement rates in CTE programs. This session delves into best practices for gathering and analyzing data on employment, further education, military service, and religious mission placements. Learn how to implement streamlined follow-up strategies to capture comprehensive placement information, track long-term success, and strengthen your program's impact. Join us to uncover practical methods for enhancing data collection, boosting placement outcomes, and showcasing the positive pathways your students take after program completion!

CTSO Annual Chapter Submission Information

Granite Mountain

Julie Ellis

In this session, we will be going over important information regarding the CTSO Annual Chapter Submission process, upcoming changes, and answering any questions about this process.



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The New Career Clusters - a working session on aligning CTE programs

Arizona

Cindy Gutierrez

Arizona Department of Education Career and Technical Program Services wants your input on aligning and using the Modernized National Career Clusters® Framework new career clusters within our AZ CTE Programs. What do the clusters represent in your community? How are districts using the new career clusters? What changes are needed at the state and local level to implement the new career clusters? How can ADE CTE help your districts with implementing the new career clusters? Please join our team and share your input.

MythBusters, Ability Unleashed: Challenging CTE Myths for Inclusive Success

Verde A

Emily Brown and Sara Alam

This session aims to provide educators with a comprehensive understanding of how to effectively integrate students with disabilities (SWD) into Career and Technical Education (CTE) programs. We will cover fundamental aspects of CTE, explore classroom management techniques, and analyze equity concerns. Participants will leave with actionable strategies and resources to support SWD, fostering an inclusive learning environment that empowers every student to succeed.

4:00 PM – 4:50 PM

High-Wage, High-Skill and High-Growth Pathway Course Offerings

Verde B

Dennis Bushong

Are you looking to implement pathways in high-wage, high-skill, or high-growth areas like Health Science, Education, Early Education, and STEM? ICEV has high quality course offerings to prepare students for success in college and career with our standards aligned courses and preparation materials for industry certifications. It's time to stop being overwhelmed by your responsibilities and requirements. With iCEV, you have everything you need to plan courses, certify students, and prepare them for success - all in one place. Our easy-to-use, comprehensive CTE solution provides you with the necessary resources and systems to do your best work!

Boosting Student Success: Collaborative Insights on Work-Based Learning

Sedona

Aron Schmidt

Join us for an interactive session on how work-based learning boosts student outcomes! We'll dive into how these programs help students build real skills and gain hands-on experience. Let's share success stories and data together, and brainstorm ideas on enhancing job placement and career readiness. We want to hear your thoughts too, so come ready to collaborate and explore how our partnerships with local businesses can make an even bigger impact!



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Preparing for the Future: AI & Workforce Development

Granite Mountain

Nate Showman and Drew Olsson

As AI continues to advance, its impact on the workforce becomes increasingly significant. This session will delve into the implications of AI for future job markets, examining which roles are most susceptible to automation and which skills will remain essential. We will also explore how students can use AI to enhance their learning and prepare for these changes, as well as how educators and staff can leverage AI tools to improve instructional practices and support career readiness.

Using Labor Market Data to Transform CTE Outcomes

Arizona

Linsey Fredenburg Humes

Discover how ElevateEdAZ uses labor market data to align CTE programs with high-wage, high-demand careers, creating meaningful opportunities for students while addressing workforce needs. Attendees will gain actionable insights and practical steps to implement data-driven approaches in their districts, ensuring CTE programs are responsive to current and future labor market demands. Join us to learn how thoughtful use of data can drive transformative results for students, schools, and communities.

Empowering School Counselors: Unlocking the Potential of AI Tools

Verde A

Lori Luzier and Zully Rodriguez

Join us for an engaging and informative professional development session designed specifically for school counselors eager to enhance their practice through innovative technology. In today's rapidly evolving educational landscape, artificial intelligence (AI) is transforming how we support students, streamline our processes, and foster a positive school environment.

In this presentation, we will explore AI tools that can assist counselors in their day-to-day responsibilities. From chatbots that provide immediate support to data analytics that help identify student needs, these tools can empower you to make informed decisions and enhance your counseling strategies.



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Friday Morning Session Descriptions

9:00 AM – 9:50 AM

Redesigning Work-Based Learning Opportunities through Career Coaches

Sedona

Marlo Loria and Dawn Giles

Explore how Mesa Public Schools, Arizona’s largest district, is revolutionizing post-high school transitions and tackling the skills gap impacting industries nationwide. The innovative Graduation Plus model ensures students graduate with a diploma and a portfolio showcasing readiness for college, careers, and community engagement. Through meaningful work-based learning experiences with partners like Honeywell, Boeing, and Mayo Clinic, student participation in internships and job shadows soared by 250%. Learn how MPS developed and implemented this model, redesigned staffing, and built business partnerships to connect students with the workforce.

Revolutionizing Work-Based Learning Through AI: A Strategic Implementation in CTE Programs

Granite Mountain

Dr. Scott Spurgeon

Artificial Intelligence is transforming education, and at West-MEC, we’re strategically integrating this technology to expand access to authentic work-based learning experiences. Through our implementation of Immersion Labs’ MetaCoach AI technology in our Medical Assistant and Aesthetics programs, we’re pioneering a scalable approach to hands-on career preparation.

Our initiative demonstrates how AI can democratize access to immersive learning through interactive training sessions, virtual workplace scenarios, and advanced 3D modeling of professional environments. By bringing traditionally external experiences inside our classroom walls, we’re creating a blueprint for expanding equitable access to career preparation – particularly valuable for rural communities and programs facing clinical site shortages.

Join us for an interactive demonstration and explore how AI-enabled learning environments could help your program scale quality work-based learning opportunities. Experience the technology firsthand and discover how emerging tools can break down barriers while maintaining industry standards.

Crafting Custom Lessons with Artificial Intelligence (AI): From Concept to Classroom

Arizona

Debbie MacKinney and Kimberly McCroy

In this interactive session, participants will discover how to use "Power Prompts" to collaborate effectively with AI and design ready-to-implement lessons or activities. Bring an idea for a lesson, PD session, or project, and work in small groups to refine it with AI support. Leave with a clear plan and a worksheet to further develop and deliver an engaging session to your students or teachers--and a better understanding of how to use AI as your creative partner!



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The Foundation for CTE Success: It All Starts with Standards

Verde A

Cathy Reed and Hannah Higgs

Explore the purpose, development, and implementation of CTE program technical standards, including the origins of programs and their standards, resources used to unpack and teach the standards, the connection between the standards and the Technical Skills Assessment, and, most importantly the collaborative process with industry to ensure that CTE students acquire the essential knowledge and skills for success. This session is especially designed for new CTE directors and new teachers.

The future is now: The growth of CTE through the lens of K8

Verde B

Rahsaan Bartet and Matthew Gilbert

This engaging session is crafted for any educator who wants to inspire and engage students about career literacy and Career and Technical Education (CTE) earlier. Together, we'll dive into the benefits of introducing career-driven education at the middle school level, tangible steps to do it, and resources.

10:00 AM – 10:50 AM

ACOVA Mini Camp M&M

Sedona

John Scrogam

Mini M&M is for new CTE Administrators. Round table discussions and rotation stations will allow participants to learn more about CTE Program Curriculum, Access, and Inventory, CTE Program Staffing, Business and Industry Partnerships, Data Driven Decision Making, Career Pathway Development, Work-based Learning, and Career Technical Student Organizations. Tips and tricks for new directors that will assist you in a successful start to the new school year.

Preparing the "New-Collar" Workforce

Granite Mountain

Joann Bueno

The new-collar workforce focuses on skills gained through apprenticeships, CTE certifications, and hands-on training rather than traditional degrees. Apprenticeships are essential, offering paid, on-the-job learning while meeting industry-specific needs. These programs make careers in various industries accessible to the youth by closing skills gaps and providing continuous learning. Many companies now offer apprenticeships, helping create diverse, adaptable workers without the traditional four-year degrees. Learn how to support the youth: our "new-collar" workforce.



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Building Early Career Awareness: Partnering for Success with My Future AZ and Junior Achievement

Arizona

Jessica Howe and Jennie Clausen

How can we prepare Arizona students for workforce success starting in elementary and middle school? This session highlights the partnership between My Future AZ and Junior Achievement to foster early career awareness and create seamless pathways to career readiness. Learn how Junior Achievement’s curricula introduce career possibilities, essential skills, and financial literacy, while My Future AZ builds on this by supporting ECAPs, exploring 6,000 education pathways, and connecting students with Arizona’s workforce through Pipeline AZ. Visit both exhibits to see these solutions in action!

Work- Based Learning Hacks - Making Community Connections

Verde A

Vanessa Burry and Jayme Fitzpatrick

In this presentation of Work-Based Learning (WBL) Hacks - Making Community Connections, we will dive into practical tips, real-world examples, and expert insights, to optimize student engagement. Discover innovative strategies and hacks to implement WBL in your CTE programs using resources within your local business community, school district, and industry associations.

Drones - Middle School, High School and Post-Secondary Students - WF & Career Pathways CTE Programs

Verde B

Nick Langolf

Please join us to learn more about how middle schools, high schools and post-secondary institutions in Arizona and around the country are implementing curriculum around Drone and Unmanned Technology. Learn more about ways curriculum leading students to be commercially licensed to fly a Drone at 16 years old, earn college credit and multiple industry certifications is being offered and implemented. Hardware, safety equipment and simulation considerations to negate risk and optimize the student learning experience information and more!

11:00 AM – 11:50 AM

ACOVA Critical Issues

Sedona

John Scrogam

ACOVA Critical issues CTE leaders the opportunity to share top priorities and concerns on local and state CTE issues. The results of this collaborative session on current issues are prioritized and become the focus of the ACOVA Board Yearly Program of Work.



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Recruiting Best Practices to Ensure Better Application and Retention Rates!

Granite Mountain

Joleese Meadows

Being in a support services position for a CTED with significantly impressive retention rates and post program completion success stories, I feel it is important to share from my perspective how impactful my position as a recruiter can be in supporting these positive numbers. The amount of outreach that happens with my job position is a huge proponent to the overall success. Helping to inform CTED's that don't have their own recruiting department, what can they do with their resources to begin pulling the same interest and retention rates to yield better results for their institutes!

Crafting Engaging PD: Elevate Your Session Design, Development, and Delivery

Arizona

Patrick Clawson and Tama Mohelnitzky

Are you ready to break the mold of conventional, uninspiring professional development? This session dives into practical strategies for designing, developing, and delivering engaging and impactful PD sessions tailored for CTE professionals. Join us to explore best practices in adult learning, with hands-on activities, tools, and techniques that will transform your approach to PD. Leave with concrete strategies that align with adult learning theory, foster interaction, and ensure meaningful engagement for every participant.

High School Internships and the Power of Community Engagement

Verde A

Kaymee Kelly, Deanna Ainsworth, and Joelle Dickinson

See how rural Lake Havasu High School counselors engage their community partners to create and implement internships for students. Walk away with ideas on leveraging your local community partners to create relevant internships for your students.

Rolling into the Future with Electric Vehicles

Verde B

Mike MacLean

With the growing demand for manufacturing, supporting and maintaining Electric Vehicles (EV) we need to make sure the future workforce is ready! Please join us to discuss the different training programs that are ready to support EV infrastructure, whether that be battery production, charging stations or maintaining the current Electric Vehicles. We look forward to learning more about your different programs and how we can help.