

Creating Pathways for SWD in CTE

—
Action!

Mission PossABILITIES!

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EFC 2024 Sacramento, CA

3/5/24



Welcome! Who's Who?

Your Name

Business/School Name

Role(s)

Email contact

Your 'why' in one word (or more if you can't decide on just one) 😁



Today's Outcomes

SWD in CTE-

Pathway Completion

Planning & Collaboration

Project Ideas

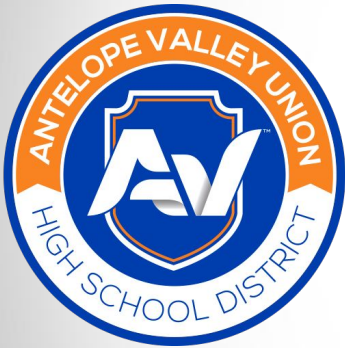
Curriculum

Looking ahead



AVUHSD
CTE





Mission

Our mission is to provide a safe and secure learning environment that promotes a rigorous curriculum and enables our students to develop the necessary academic, technical, and work-related skills for the 21st century.

Vision

Every student who graduates will be prepared to pursue college and any career to which he/she aspires.

Graduate Profile

Creators, Collaborators, Communicators and Contributors

Putting it in Context

- Approximately 23,000 Students
- Title I District
- Covers 1200 sq. miles
- 8 Comprehensive High Schools
- 2 Early College High Schools
- 3 Alternative Schools
- 1 Dependent Charter: Virtual Academy, 2 Middle Schools
- Aerospace Industry is largest employer



CTE Overview



- 9000 students enrolled in CTE
- 8169 enrolled in CTE, 10196 Duplicated
- 11 Industry Sectors
- 23 Pathways, CTE pathways at every school site
- 10 Academies
- 75 Full-time CTE Teachers (majority are dual credentialed)
- Outside school day classes in drones, robotics, composites, health science, solar car, mock trial and fire technology

CTE Program Quality: Areas of Focus

- Leverage the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) to ensure that secondary and postsecondary learners with disabilities have access to high-quality CTE programs and instruction;
- Ensure that systems are in place to provide high-quality career guidance and advisement to secondary and postsecondary learners with disabilities;
- Leverage data to identify and close equity gaps;
- Provide professional development to staff, instructors and support personnel; and
- Ensure that learners with disabilities have access to high-quality work-based learning opportunities.



Highlights

- Received four Golden Bell Awards for CTE programs
- Academies include:
 - National STEM recognition Advance CTE
 - 2 Linked Learning Gold Certifications
 - 3 Distinguished CPAs
 - 2 Linked Learning Silver Certification & CPA
 - 1 Linked Learning Silver Certification
 - 2 New academies in process of LL
 - National CTSO Champions and finalists



Graduate Student Profile



Creators

- Generate and transform original ideas
- Integrate new information to develop alternative solutions
- Determine reliability, relevance and credibility of new materials.

Collaborators

- Work with a diverse group of people to achieve a shared goal
- Adapt to different approaches, ideas and perspectives of others
- Identify, analyze and solve problems to further develop as an active team member



Communicators

- Deliver information and ideas to a variety of audiences
- Use multiple methods of communication to convey thoughts and ideas
- Express themselves effectively in academic and social settings

Contributors

- Listen actively to others' perspective and feedback
- Improve the community through individual and group actions.
- Make responsible and informed decisions on contemporary issues

CTE Overview



CTE ENROLLMENT

Unduplicated

22-23

7299

23-24

8169

Duplicated

22-23

9351

23-24

10196



INDUSTRY SECTORS

Agriculture

Business

Education

Engineering

Fashion/Interior Des.

Health Science

Hospitality

Info Tech

Manufacturing

Public Service

Transportation



ACADEMIES

10

1 Arts/Media (Film)

2 Biomedical

1 Education

3 Engineering

1 Engineering and
Media

1 Health Careers

1 Public Service



PATHWAYS

23

- Aligned to industry sector
- Offered at each school site



EXPANDING

75 CTE Teachers

Manufacturing-

Welding &

Composites

Hospitality- Culinary

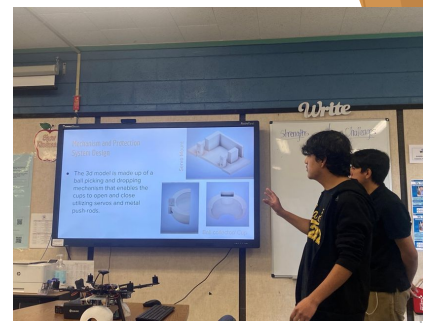
Outside school day
programs : Robotics,

Mock Trial, Fire Tech

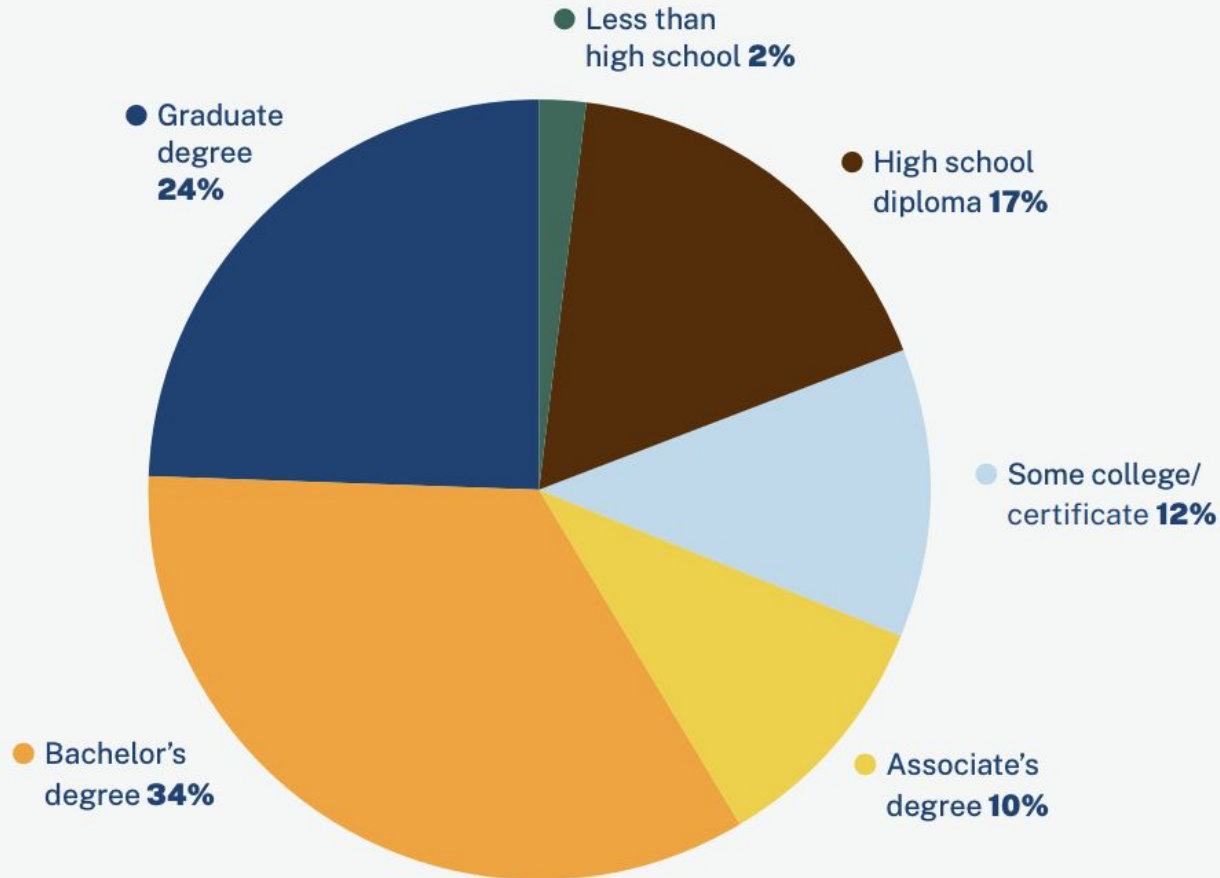


Engineering Pipeline

- ▶ 1500 Students enrolled in engineering courses
- ▶ 340 Students enrolled in computer science courses
- ▶ Sequence of four engineering courses at six of eight schools (4 academies and 2 pathways)
- ▶ Specialization courses in composites and welding
- ▶ Project based courses in Robotics, Solar Car and Unmanned Aircraft
- ▶ Internship opportunities with Edwards, N/G & Lockheed
- ▶ Summer programs in rocketry, engineering and applied math
- ▶ K12 SWP focus on regional programs & transition to college/workforce
- ▶ STEM competitions and events throughout the year



Distribution of good jobs by educational attainment, 2020



Current Successes! & Current Struggles 23-24

AVUHSD Stats: Northern LA County

22K students

3800 SWD



Transition Team (Coordinator, 11 Job Developers, Secretary)

WAI, DOR, and Direct Hire -400 students per year (350 subsidized, 100 students with job coach)

CTE Partnerships

WBL without staff supervision

Community Businesses (not in compliance with 45125.1)

Student Motivation

Staff shortages

Master Schedule

Cohorting

CPA “no credit”



Shelley Moore on:

PRESUMING COMPETENCE

CTE
Pathways
provide
purposeful
learning for
real-world
living!



SWD offered CTE Case Manager

Pilot 21-22: (Focus on Mild/Mod)



22-23: 8 Comprehensive HS Sites

Selected 28 students per CTE CM caseload

50% increase in WBL for SWD

23-24: 8 Comprehensive HS Sites

*Added Job Developers in CTE Courses

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Zero Period		Created January calendar schedule to check in with teachers and identify students in need and the S. (premen) team teaching	Grade checked Promotion on CTE for semester. 21 118 into 16 Engineering Design, 22098 WPI to 22040 Multimedia Contemporary Design 1, 22026 into 16, 22524 Multimedia Contemporary Design 1		Tier 1 (T1) 9th grade Recruitment Class, CTE Intro class.
Period 1					Tier 2 (T2) CTE Year 2 class, CTE capstone or concentrator class, CTE identified area of need
Period 2					Tier 3 (T3) Case Study Student, case study class, **use student ID number**
Period 3					
Period 4	Holiday - No School				
Period 5				James Multimedia Contemporary Design 1 & Video Theory absent today. Starting a new project on Monday. From during class. Students were given a Handout. Some were monitoring and changing things on it. Photography (2nd semester)	Mortgage Intro to Film Studies 2021-16 Identified student absent today. Starting a new project on Monday. From during class. Students were given a Handout. Some were monitoring and changing things on it. Making up assignments in WBL class and in others.
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Job Developers in CTE

Current Initiatives in place to support SWD in CTE and according to the identified areas for improvement from CDE (SPED) report:

****This is NOT an all-encompassing list—it is meant to serve as a purposeful sample****

- Efforts to increase access to the Least Restrictive Environment
- Collaborative professional development for CTE teachers supporting SWD in pathways
- Identified CTE Case Manager (1 education specialist per comprehensive site) students on caseload are enrolled in a CTE course/pathway/academy
- Considerable effort to increase enrollment for SWD in CTE though awareness of opportunity, IEP team meeting discussions on course progression with school counselor, planning on activities included in the ITP
- Job Developers spend time with businesses to determine needs and assess for reasonable accommodations if needed
- Job Developers use value analysis to determine how much training will be required for a student to learn the skills needed and then intentionally teach those skills in the classroom environment before placing the student in a work-experience at a business
- Job Developers support student-run businesses on the campuses through volunteer and paid experiences related to real-world careers (food industry through the cafeteria and coffee carts, shadowing of classified and certificated school employees on non-confidential tasks, hospitality and customer service, etc.
- Job Developers support students in exploring career fields through assessments and on-the-job training on campus and in the community
i.e. exploring broadcasting and digital media careers with a work-experience at a local radio station or through podcasting
- Job Developers support 9th grade Strategies for Success classrooms where a pre-CTE curriculum (Project Discovery) has been implemented in order to expose SWD to career paths available in our CTE programs.

Goals : Equity in alignment with MTSS!

Increase College & Career Readiness (CCI Ca. Dashboard)

Increase CTE Pathway Awareness (Recruitment)

Increase CTE Pathway Completion

IDEA: Indicator 13 (Post-Secondary Planning–ITP)

WBLR 60 & 65

Additional courses embedded with transition activities and WBL (outside to CTE)

Contributing Citizens in the Antelope Valley Community & Workforce

-2022, 21% of PWD employed vs 65% of PW/OD employed (Bureau of Labor Statistics, & 2023)



Planning & Collaboration

Commitment to the long-run....not just checking a box....

How will we reach our goals?

-CTE Case Manager

Based on current enrollment

-9th Grade CTE Recruitment Class

Generate interest in potential pathways

Career inventories, career aptitude & awareness, career exploration

-Continued General Education and SPED partnership & On-going PD

Qtr Leadership Meetings –discuss strengths, challenges, needs



Curriculum—Prep/Exploratory

Project Discovery

[Job Ready: Life Ready](#)

*Recruitment class 9th graders

*SFS classes with CTE Case Manager

Full Day of Training for all implementers & Academy Coordinators or CTE Teachers

Universal Design for Learning (UDL)

[Cast.org](#)



More Curriculum for Preparation

[Transfr](#)

-Transfr's mission is to train the future of every industry and open up exciting new opportunities for talent across the globe and at home.

[Pathful](#)



[Nucleus](#)

-SEL, Coding, Financial Literacy, Entrepreneurship

[California Career Zone](#)



-FREE!

[Naviance](#) (PowerSchool)



-College & Career Planning

[ORI](#)



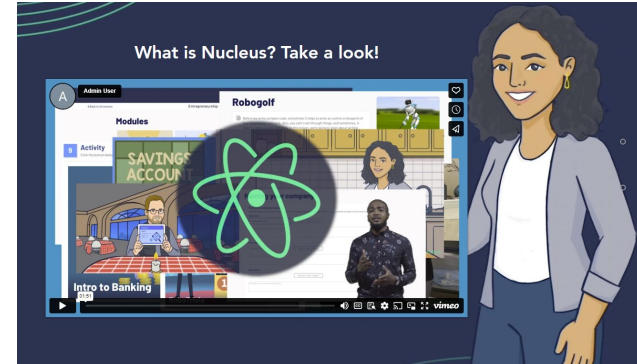
transfr

Solutions Products Community Support Sign In Schedule A Demo



Training the
Talent of
Tomorrow

Learn More



Take a few moments to explore the website with a colleague

CCR for ALL—ThinkCollege.net

Extensive Support Needs (aka Mod/Severe) Population

Certificate of Completion

Alt. Pathway to Diploma (AB 181—SB 114, Ed. Code 51255.31)

CAASPP—Cal. Alt. Assessment (CAA)

Disability Eligibility

MissionPossabilities Believes in the ABILITY of ALL Students!



YES! Youth Employment
Solutions Center

*Policy Opportunities to Promote Students with Disabilities
in Career and Technical Education*



ThinkCollege
INSTITUTE FOR COMMUNITY INCLUSION, UMASS BOSTON

What is C2CInsiders? Why?

Mission PossABLITIES!

Real-world work-experience for careers in the digital age

Inclusive classroom experience with non-disabled peers

Equity & Access

MM & ESN Students

Broadcasting, producing, editing, interviewing, directing...in front of the camera or behind the scenes!

Social media (FB, Instagram, Twitter, YouTube, TikTok), Spotify



C2C Insiders Leadership Team

Mr. Gonzales - EHS ([EHS Film & Media Pathway](#) Weekly Broadcast)

Mr. Hall - QHHS ([QH TV & Film Academy](#))

Alicia Null - Job Developer

Meagan Petroni - Job Developer

Kathy Mercier - Coordinator of Transition

Keauna Johnson - KHS C2C Insider

Isaiah Gonzales - EHS C2C Insider

Armani Jefferson - EHS Production Advisor

Marissa Reynoso - EHS Production Advisor



Peer Mentorship:
"I feel like {they}
taught me more."

22-23 Who is involved?

Mr. Gonzales & Mr. Hall (CTE)

- General education curriculum
- [Monthly Video Objectives](#)

Job Developers

-Support for [mini-lessons/assignments](#) in between monthly class meetings

C2C Teachers

-Support the Job Developers & Students



What will they learn?

- Content Manager
- User Experience Researcher
- Social Media Specialist
- Digital Media Supervisor
- Engagement Coordinator
- Social Media Analyst
- Online Community Manager
- Public Relations Manager
- Digital Marketing Manager
- Brand Manager
- Brand Advocate
- Online Communication Director
- Social Media Strategist
- Social Media Marketing Manager
- Social Media Manager



- Writing & content creating
- Creativity in the digital arena
- Each platform's algorithm priorities
- Organic reach on each platform
- What is our audience and what type of content do they enjoy
- Efficiency & Organization
- Tradition & Digital marketing
- Social copywriting skills
- Basic copyright knowledge
- Graphic design skills
- Customer care
- [Editing video](#)
- Videography
- Photography
- Digital Strategy
- Agility
- Data Analysis



22-23 Insiders!

Students will participate in zero period at EHS and 2nd period at QHHS.

Once per month

Meagan, Alicia, and Kathy will pick students up from their homes in district vehicles at head to EHS then to QHHS.

Lunch & Back to School Sites

“Homework” before the next on-site lesson

*23-24 continuing availability on campuses



C2C Insider Site Projects!

[AV & EHS](#)

[HHS & KHS](#)

[LnHS](#)

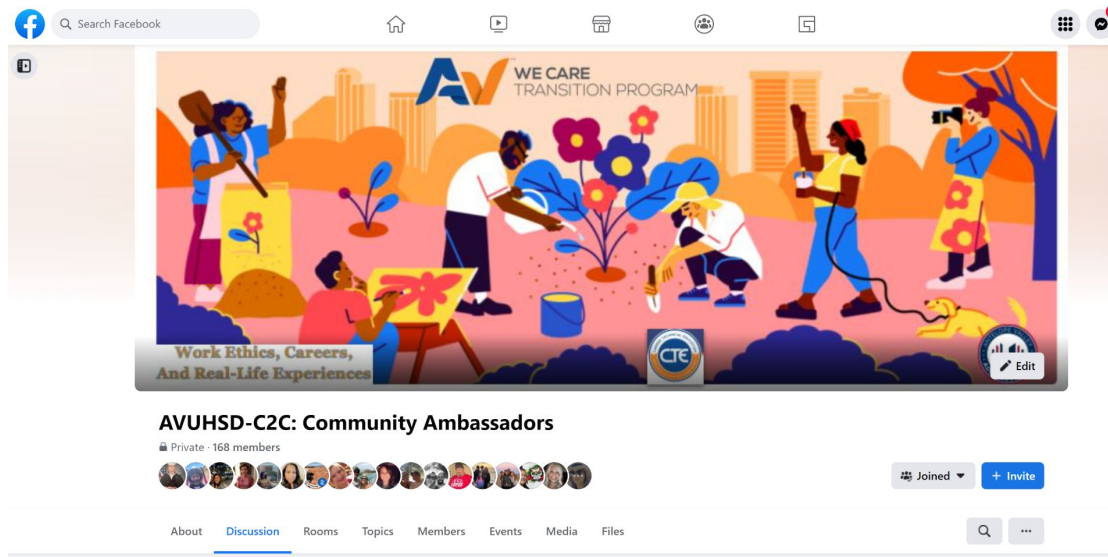
[LHS & PHS](#)

[QHHS](#)

[QHTV We're Talking](#)

[HypeUmentary](#)

A few CTE-ish side gigs....



"I never thought a student like that could have a job."
—Anonymous Employer

Partnership with Adult Education to spread awareness about options for accessible education

#AmplifyingStudentVoice



C2C Insiders and other SWD who have interest in learning about broadcasting/podcasting will be hosting a weekly/monthly podcast called "Amplifying Student Voice" where **peers with and without disabilities** will engage in conversation around student life, equity, mental health, celebrating success, managing stress, social justice, inclusion, advocacy, respect, and finding one's own voice to create change. The podcast will be student-run, with adult-stewards for student confidentiality and safe digital citizenship.

23-24 #ASV

Localized to 8 comprehensive high school campuses

Focus on Student Voice (Podcast)

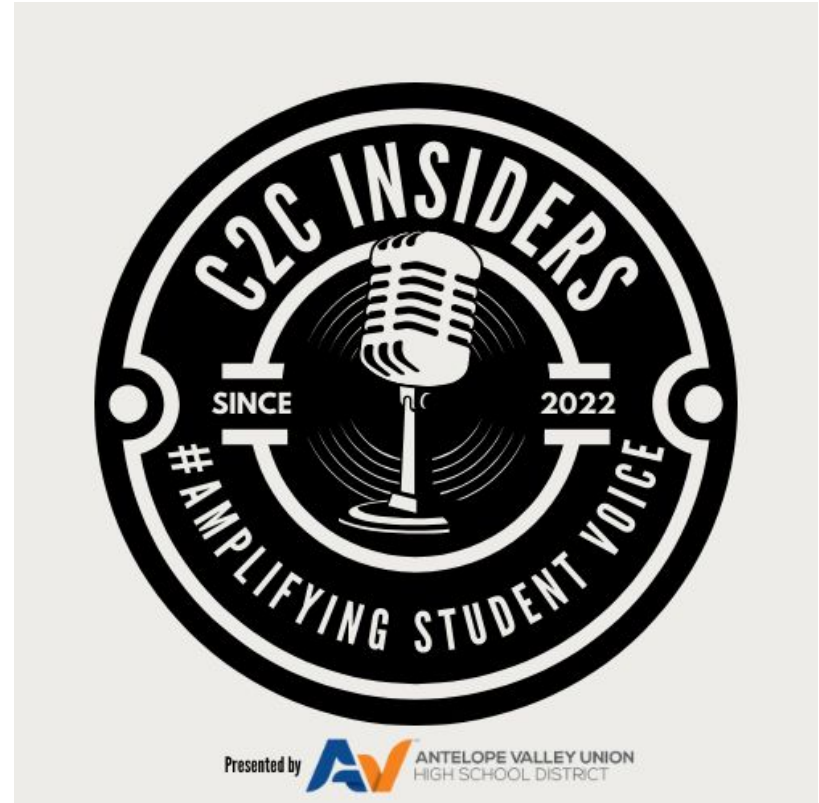
Podcast set up in C2C classrooms

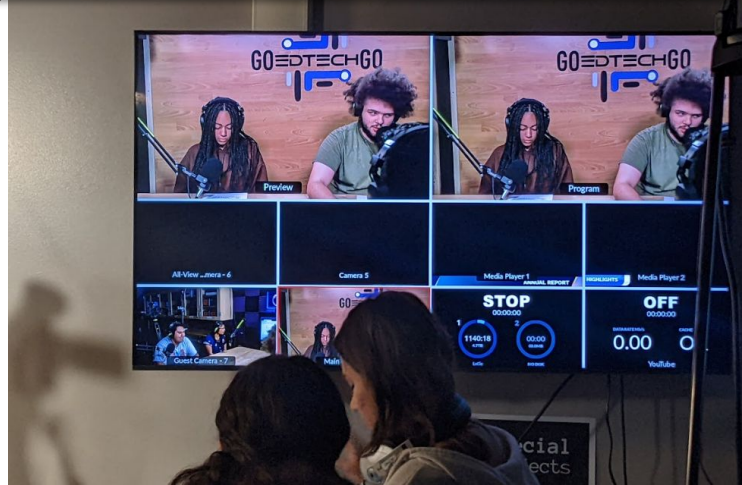
Reverse inclusion

Attend CTE film/media classes

Enrollment vs periodic participation

Purple Stripe Podcast at EHS





What is the outcome?

Equitable access for SWD to engage with general education and showcase their ABILITY!

Meaningful and memorable high school experiences

Being included, accepted, and acknowledged

College & Career Exploration–Work-Based-Learning

Reverse Inclusion #ASV

Increased Enrollment in CTE

Lots of mini-projects (TikTok, cooking, sports interviews, eSports gaming, podcasting, vlog/blog, YouTube) through [SoundTrap](#)



#ASV Extra Options

Lunch time rallies

Commentary for sporting events

Interviewing community members on most desired job skills for employees

Social Experiments (use caution)

Highlight reels after events are concluded



HOWARDedu
Karly Rogers
Digital Equipment Sales
krogers@howard.com
Pod Casting Kits



Coffee Carts–Pathway to Barista

Full Culinary Pathway....in progress



AVUHS WE CARE Students are Career Ready....because WE are ABLE
<https://www.theableworkers.com/>

 2/16/24	 5/3/24	 11/9/23	 4/19/24
 10/27/23	 12/5/23	 3/15/24	 1/31/24

Starbucks–Yuck, Dutch Bros–Nahhh!

Enjoy coffee and pastries delivered to OUR DISTRICT OFFICE by an inclusive, student-run business at a fraction of the cost of those "other" coffee places! You will have the opportunity to support one site coffee club each month through a Pop-Up Cafe at the DOI!

Brewing each month–WE CARE Coffee Carts are a vocational training program to support career exploration and work-based learning for students with and without disabilities! All of the coffee carts are approved as a club through ASB and a portion of the proceeds will be donated to local charities determined by each school site. The majority of the revenue will be used to keep the business running and increase product sales! That means more caffeine for YOU! Thank you for supporting our students in post-secondary preparation!





Business Ideas & Entrepreneurship

ASB-Club it so it's legit (pop-ups off campus)

Coffee Carts (Able Coffee Roasters)

Design & Printing (Cricket machines)

Engineering Classes (3D Printing)

Hospitality & Recreation (Community Ambassadors)

Building Future Educators and School Leaders

On Site WBL: **My Shadow Program**: secretaries (replacing TAs), maintenance, custodial, grounds, security, admin, peer-tutors (before and after school), Inclusion Partners, Attendance Office, Book Depository,

Goal: Competitive Integrated Employment? YES!





SWD in CTE... What's your idea?

Your Turn! (Elbow Partner or Table Talk)

What pathways/academies do you have?

Where could you increase SWD participation?

What are your current INTENTIONAL supports for SWD?

What questions do you have about implementation?

Do you anticipate some MINDSET work to reduce barriers?



So, how in the world am I going to pay for this?

First, WAI & DOR....but then....

Make business your new BFF!

Categorical (State/Federal) Administrator

ESSR, LREBG, EF (Title 2), Title 4, ELO, General Fund, Perkins Grant,
Golden State Pathways Grant....

Sustainability for funding

Equity Team & MTSS Efforts

Know your LCAP Goals and action language inside of each goal. (“unduplicated”)

There are specific funding sources to meet each goal



Thank you for engaging with us today!

[WE CARE Newsletter](#)

[Qtr. 1](#)

[WE CARE Newsletter](#)

[Qtr. 2](#)



[AVUHSD CTE YouTube](#)

Mission PossABILITIES!