

1.01.02

Objectives of the CTE Leadership Academy / Unique Features of the Academy

If you’ve gotten this far, you’ve already completed two key steps:

- 1) you’ve registered on www.lacteleaders.com so that you’ll automatically receive all Academy updates; and
- 2) you requested your “key” to the Academy online training resources, which enabled you to review this first module.

This module is the “gateway” to accessing all of the other CTE Leadership Academy training and implementation resources. ***It is imperative that you understand the objectives and unique features of the CTE Leadership Academy before determining how you can best use the Academy’s resources to maximize student opportunities in your region / district / school.***

Objectives of the CTE Leadership Academy

The three modalities of the CTE Leadership Academy – semi-annual regional meetings, on-demand online modules, and intensive in-person training – will combine to achieve three objectives:

- 1) enable current, new and aspiring CTE leaders to master skills essential to creating programs that maximize student opportunities;
- 2) provide continuously-updated training and implementation resources that enable districts and schools of every size to develop great leaders who implement CTE programs full of high-quality pathways; and
- 3) imbue a new generation of credentialed CTE leaders with a sense of mission, pride and accomplishment – ***CTE Strong!****

Objectives of the CTE Leadership Academy

- Enable CTE leaders to master skills essential to creating programs that maximize student opportunities
- Provide continuously-updated training and implementation resources that create high-quality CTE pathways
- Instill a sense of mission, pride and accomplishment among credentialed CTE leaders – ***CTE Strong!****

Prior to launching the CTE Leadership Academy, the Jump Start Leadership Team reviewed CTE training programs available nationally, and in leading CTE states like Arizona, California, Florida, New York, Ohio, Pennsylvania, South Carolina, and Texas.

These programs are great, offering training delivered by in-person speakers who are subject matter experts (most often experienced CTE leaders, occasionally industry and post-secondary experts). These programs also offer new administrators with resources to orient them to their new responsibilities, and in many cases assign experienced CTE leaders as mentors.

The advantages of speaker-based programs are: 1) the ability of new and experienced CTE leaders to learn best practices from hands-on experts; and 2) the opportunity to build interpersonal relationships that create communities of practice.

Unfortunately, speaker-based training can be expensive to implement (especially in terms of participant travel expenses and time commitment) and hard to scale (sessions can only be scheduled so often). The information offered during the in-person sessions is not available in the same modality for CTE leaders hired after the in-person events are held. And the benefits of the training investment in attendees is likely lost when participating CTE leaders take new positions or retire.

That’s why the design of the CTE Leadership Academy offers three modalities of engagement that deliver the strengths of the best speaker-based programs – curricular materials designed by subject-matter experts, and the opportunity to develop CTE communities of practice – while additionally offering a dynamic set of resources that will be continuously available as new CTE leaders are appointed / recruited.

Most importantly, the CTE Leadership Academy will feature “Practical Projects” and assessments that will lead to a new generation of credentialed, accomplished and mission-driven CTE leaders who deliver unprecedented student opportunities.

Unique Features of the CTE Leadership Academy

To achieve all of the benefits of the best examples of CTE leadership training nationally – while creating a dynamic set of training and implementation resources that lead to credentialed, mission-driven CTE leaders – the CTE Leadership Academy offers six unique features.

Unique Feature #1: Dynamic, Mutually-Reinforcing and Scaffolded Resources – the Academy offers a comprehensive portfolio of training materials that will be continuously updated to capture evolving best practices. New CTE leaders will find these resources helpful in understanding how to excel in their first CTE assignment. Experienced CTE leaders will find “nuggets” that help them upgrade their well-established, successful programs. And aspiring CTE leaders will learn about the best practices that could help them maximize student opportunities in the communities where they live.

Unique Feature #2: Focus on Student Opportunities – currently-available CTE leadership training often focuses on process and compliance – Perkins administration requirements, state policy requirements, state legal requirements for workplace-based learning, etc. These are important areas of expertise, and they’re included among the Academy resources. But the majority of Academy training is focused on the practical steps that CTE leaders can take to maximize high-value, high-quality student opportunities. Examples: a) implementing pathways in high-demand industry sectors; b) workplace-based learning that includes opportunities for students in rural communities, students with disabilities and students in alternative school programs; and c) new-generation career readiness courses (for *all* students).

Unique Feature #3: Implementation Support – all three types of Academy initiatives (regional meetings, online modules and intensive in-person training) will focus on developing real-world implementation resources. *Participants in every Academy training modality will find that their participation leads to the development of resources that help them immediately upgrade their regional, district and school CTE programs.*

Unique Feature #4: Assessments that Confirm Comprehension – mission-critical Academy online and in-person training will culminate in carefully-developed assessments that confirm comprehension (practical exercises, online tests or both). Participants will need to make the commitment to dig in and master key training resources in order to progress through the Academy program.

Unique Feature #5: Recognized CTE Leadership Certification – the Academy will allow individuals to participate based on their interests, job needs and personal aspirations. There is no requirement that participants seek any of the badges or certifications offered. But the Academy will offer an increasingly diverse series of certifications that confirm participants have mastered mission-critical skills that lead to outstanding CTE programs. *Our goal is to create certifications that are: a) recognized in both state policy and district compensation policies; and b) regarded as superior to general educator leader certification or degrees that don’t focus as intensely on creating high-quality CTE programs.*

Unique Feature #6: Enhanced Stature and Pride Among CTE Leaders – the Academy will create vibrant communities of practice that include industry stakeholders, political leaders and education leaders. These communities of practice will include non-traditional candidates who are energized to become K-12 CTE leaders by the mission-driven nature of the Academy, transforming the visibility and stature of the CTE leadership career path. *The Academy will create a pride in skilled CTE leadership that is celebrated and honored in our state, and in states across the country that join the Academy to offer state-customized resources to their current, new and aspiring CTE leaders. CTE Strong!**

- Unique Features of the CTE Leadership Academy**
- 1) Dynamic, Mutually-Reinforcing and Scaffolded Resources
 - 2) Focus on Student Opportunities
 - 3) Implementation Support
 - 4) Assessments that Confirm Comprehension
 - 5) Recognized CTE Leadership Certification
 - 6) Enhanced Stature and Pride Among CTE Leaders

Looking to the Future

The first group of on-demand online modules will be *beta* versions, improved in the future based on participant feedback. Some modules and in-person training will be released before their assessments are fully developed, leading to provisional certification pending final assessment. The online modules badging system will be released in 2019 (with the modules completed by participants in 2018 counting towards these badges).

We are using an entrepreneurial approach to implementing the Academy, since the sooner we release training and implementation resources that create student opportunities (and build CTE leader stature and pride) the sooner we begin to enhance the scope and effectiveness of CTE programs . . . everywhere.

Next Steps

Registering for the CTE Leadership Academy gives you full access to the entire portfolio of Academy online training resources. You will also receive updates on new resources developed, upcoming regional meetings and available in-person training.

We hope you use all of the resources and community-of-practice opportunities available from the Academy.

CTE Strong!* And thank you for all you do for your students, your schools and your communities.