

The Postsecondary State CTE Leaders Fellowship at Advance CTE

Curriculum Overview

The Postsecondary State CTE Leaders Fellowship at Advance CTE — sponsored by ECMC Foundation—will build a leadership talent pipeline to diversify and expand state-level capacity in postsecondary systems and institutions. This document details the topics and instructional objectives for the eight workshops. The workshops are designed to build upon one another and combine instruction with participation, ensuring Fellows understand their roles as leaders and how to manage change within their organizations.

Workshop #1: Fellowship Kickoff. The goal of this workshop is to orient the Fellows to the program, establish community agreements and unpack the need for and purpose of the Fellowship program. Key topics for this workshop may include:

- Developing community agreements;
- Getting to know the Fellows, their lived experiences and their aspirations under the Fellowship;
- Getting to know the Fellowship team/staff and their roles in supporting Fellows;
- Building community and trust between Fellows and Fellowship team/staff;
- Establishing operational and administrative norms for Fellowship;
- Beginning to build a shared understanding of why advancing racial equity is critical in CTE; and
- Introduction to equity-minded leadership

Workshop#2: The inequitable legacy of postsecondary Career Technical Education: Implications and opportunities for the future. The goal of this workshop is to provide Fellows with an introduction to CTE through an equity lens, with an emphasis on racial equity. Key topics for this session may include:

- Identifying key historical moments for policy and practice and their implications for postsecondary CTE;
- Understanding the scope of institutional barriers and systemic racism within postsecondary CTE;
- Confronting the legacy of tracking and other practices which drive inequities in access and outcomes for learners of color;
- Reflecting on where oppressive and racist policies or practices manifest in current CTE admissions, access, programming and outcomes; and
- Beginning to build the skills to be a racial equity-minded leader.

Workshop #3: Racial Equity-Minded Leadership. The goal of this workshop is to provide an opportunity for Fellows to reflect on their perspectives, beliefs, and strengths related to equity leadership, how to apply this knowledge as a leader, how

to share leadership with others to lead with a racial equity lens. Key topics for this workshop may include:

- Reinforcing community agreements and continuing to build community and trust among the cohort and the Fellowship team/staff;
- Applying knowledge of the philosophy, principles and practices of equity-minded leadership;
- Understanding and maximizing strengths of self and others to increase effectiveness and impact as a leader;
- Understanding what it means to lead with a racial equity lens,
- Defining role, purpose and goals of being a racial equity-minded leader; and
- Understanding implicit biases, especially as related to race.

Workshop#4: Expanding data and accountability models to promote equity, collaboration, and innovation. The goal of this workshop is to build Fellow capacity to use data to identify, intervene on and close equity gaps in CTE programs, policy, and practice (i.e. including admissions, access, programs, and outcomes). Key topics for this session may include:

- Advocating for the use of strategies such as equity indices and youth-led participatory action research to better design, deliver, and evaluate interventions, and continually improve programs that support minoritized groups;
- Tracking postsecondary program participation and outcomes to pinpoint specific racial, gender, and other sub-demographic groups to identify nonrandom disparities;
- Encouraging system leaders to engage with quantitative and qualitative data to humanize learners, elevate learner voice and experience, and shape narratives that empower learners of color; and
- Using labor market information to inform which credentials, sectors, and careers lead to high-wage, in-demand careers.

Workshop #5: Advancing learner-centered career navigation and support structures for marginalized learners. The goal of this workshop is to develop Fellows' understanding of how systemic barriers disproportionately harm marginalized learners and learn how to build supports in ways that meet CTE learners' needs. Key topics for this session may include:

- Building an inclusive workforce that promotes the creation of culturally responsive and culturally sustaining work environments;
- Engage learners as a co-creator in the design of supports and empowering them to enact the change they wish to see;
- Addressing key barriers and identifying key assets each learner brings to their success considering learners' basic needs (e.g., food, affordable housing, transportation, childcare, and mental health);
- Designing funding models that equitably direct monies to where they are needed most; and
- Leveraging Perkins to support integrated advising and navigation systems across K-12, non-credit and for-credit CTE.

Workshop #6: Building inclusive, equitable, and responsive pathways that help learners actualize their aspirations. The goal of this workshop is to promote – through intentional policy – program designs, instruction, and administration that increase access to high-quality credential pathways and equitable credential attainment. Key topics for this session may include:

- Establishing a shared, statewide vision for a cohesive equitable career preparation ecosystem;
- Leveraging program admissions and approval processes to adapt, develop new or phase-out programs based on their alignment with labor market demand;
- Emphasizing policies and approaches to promote the development of well-articulated on- and off-ramps, including alignment of non-credit and credit functions and the stackability of non-degree credentials and degrees; and
- Designing ways to scale racial and gender-inclusive apprenticeship and other experiential and work-based learning models (e.g. paid, for-credit, compulsory, etc.) within programs of study.

Workshop#7: Promoting meaningful public-private partnerships that provide value for learners. The goal of this workshop is to identify the most potent partnerships to advance postsecondary CTE and strategies to engage in them. Key topics may include:

- Establishing a shared vision with employers for effective program design;
- Creating measures to evaluate whether employers provide diverse, equitable and inclusive environments for learners;
- Identifying strategies to braid workforce and education funding;
- Leveraging cross-sector partnerships (K-12, postsecondary and workforce and academic, special education, social-emotional learning) at the state level for decisive, collective action; and
- Vetting private and public partnerships to ensure they share an aligned equity lens.

Workshop #8: Fellowship reflection, project presentation, and closeout. Each Fellow will present – and receive feedback – on their project's reach, impact, related learnings and will have an opportunity to reflect on and share feedback on the Fellowship experience.