

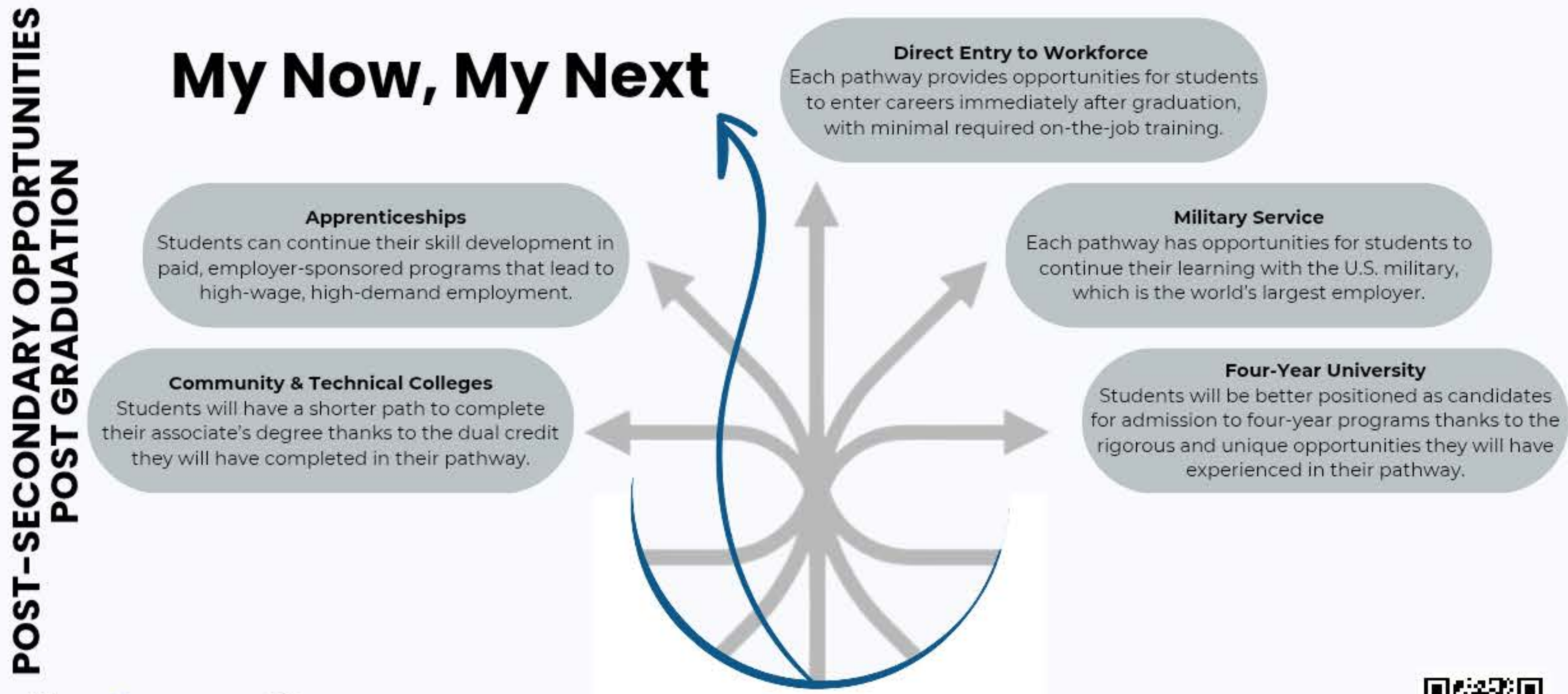
CTE PATHWAYS

TACOMA PUBLIC SCHOOLS

The 15 Career and Technical Education (CTE) pathways in Tacoma Public Schools serve as vital bridges connecting students with the skills, knowledge, and real-world experience necessary to succeed in high-skill, high-wage, high-demand careers. These pathways integrate rigorous instruction with hands-on, career-focused training, enabling students to explore various career paths while still in school. By offering a blend of technical skills training, 21st century competencies, and diverse opportunities for relevant industry-recognized credentials, dual credit, and work-based learning, our pathways empower students to personalize their learning experience and to graduate with a clear vision of their next steps towards their career goals.

A STUDENT’S PERSONALIZED PATHWAY PROGRESSION

	LEVEL ONE	LEVEL TWO	LEVEL THREE OPPORTUNITIES
IN-PERSON COURSES	Introductory Course <i>Survey course on pathway content, leading to more specialized and personalized courses of study based on student's interest.</i> <i>Graduation Credit: All CTE courses are eligible for credit towards graduation. Many also carry equivalencies so that students can complete other components of their Core 24 requirements within their pathway.</i> <i>Industry-Recognized Credential: Starting with their first CTE course, students have the opportunity to earn industry-verified certifications to add to their resume.</i> <i>College Credit: Students can earn up to 5 credits per semester in a CTE class at a local community or technical college. Semester courses that carry a 5-credit dual credit articulation are eligible for a full 1.0 CTE credit.</i>	STRAND 1 Strand 1 Concentrator Course(s) <i>More advanced course of study leading to a more rigorous, stackable industry-recognized credential(s) and further dual credit towards a degree. Students may take multiple concentrator courses to personalize their learning.</i>	Capstone Course(s) <i>Advanced course of study leading to a more rigorous, stackable industry-recognized credential(s) and further dual credit towards a degree. Often carries one or more graduation equivalencies towards Core 24 requirements.</i>
	STRAND 2 Strand 2 Concentrator Course(s) <i>More advanced course of study leading to a more rigorous, stackable industry-recognized credential(s) and further dual credit towards a degree. Students may take multiple concentrator courses to personalize their learning.</i>	Worksite Learning <i>Hands-on, paid work experience with an employer in a student's chosen career field. Students can earn 0.5 credits for every 180 hours worked.</i>	
	STRAND 3 Strand 3 Concentrator Course(s) <i>More advanced course of study leading to a more rigorous, stackable industry-recognized credential(s) and further dual credit towards a degree. Students may take multiple concentrator courses to personalize their learning.</i>		Pathway Practicum <i>Observation, learning, and application in a real-world work environment. Often leads to certification that provides direct entry to employment.</i>
TACOMA FLEX	Introductory Course - Powered by Tacoma Flex <i>Students do not have to be physically present at a school that offers courses in their chosen pathway. They can take introductory and advanced courses in their pathway online, allowing them to further personalize their learning journey.</i>	Concentrator Course - Powered by Tacoma Flex <i>Students in Tacoma Flex classes are eligible to earn the same or similar graduation equivalencies, industry-recognized credentials, and dual credit as comparable in-person courses.</i>	MARITIME 253 Maritime 253 Specialization Course <i>Students in certain pathways will have the opportunity to take advanced courses at the Maritime 253 Skills Center at no cost to them. Transportation will be provided. They will still be eligible to earn graduation equivalencies, IRCs, and dual credit.</i>
		MARITIME 253 Maritime 253 Capstone Course <i>The Maritime 253 Skills Center is scheduled to open in Fall 2026. Focus areas will include skilled and technical trades, transportation and logistics, technology and innovation, and sustainability, all connected to careers in and around the Port of Tacoma.</i>	
ADD-ONS	Student Leadership Opportunities with Lead 253 Students in every pathway have the opportunity to extend their learning beyond the classroom with leadership opportunities in state-recognized career and technical student organizations (CTSO) or equivalent career-focused organizations developed by their teachers.		
	Work and Training Opportunities Students can earn a paycheck while building their pathway skills with a variety of work-based learning opportunities, including Jobs 253 initial work experiences, Jobs 253 Summer Credential Programs, CTE Worksite Learning, and Next Move Internships.		





What's Next for Career & College Readiness in Tacoma Public Schools

A Commitment to Pathway Development

This isn't just about programs—it's a movement of purpose and design. Across classrooms, worksites, and design labs, we're building pathways that mean something. Every student. Every school. Every day.
"We don't wait for the future—we design it."

Expand Personalized Advising and Planning with SchoolLinks

We are moving from compliance to empowerment. SchoolLinks will support students in shaping their now and next through intentional goal-setting, interest inventory reflection, micro-credential tracking, and verified acceptance progress. Key additions include CCR Goal Review Days integrated into 6th–12th grade advisory.

Redesign Middle School Career Exploration

We will implement the CCR Exploration Toolkit for middle school staff to use in advisory and elective settings. Career awareness will begin earlier, with students building High School and Beyond Plans starting in 6th grade. Middle school learners will engage with CTE teachers, tour high school pathways, and meet pathway-aligned mentors.

Scale Work-Based Learning and Paid Internships

Every graduating senior will complete a paid work experience through Jobs253 by 2026. Expansion will include rotational internships, virtual mentorships, and summer shadowing experiences for rising juniors. A tiered model will introduce gateway internships for juniors and early exposure for 10th graders.

Integrate CCR Benchmarks into Every School's Culture

CCR outcomes will be embedded into each school's continuous improvement efforts. Sites will report progress on HSBP completion, verified acceptance, industry credentials, dual credit attainment, and Jobs253 participation. CCR Milestone Weeks will highlight student accomplishments and future goals across all secondary campuses.

Launch Robotics and Innovation

Opening in 2027, this space will serve as a regional center for robotics, drones, and design innovation. The hub will host competitions and offer access to robotics at the local, state, and national (international) level. It represents an expanded partnership and model for community-based, career-connected learning.

Expand Digital Learning and Tacoma Flex for CCR Access

We will continue building out asynchronous and hybrid CTE and CCR courses to support students needing flexible learning environments. Digital offerings will include stackable credentials, industry-aligned modules, and career planning supports integrated into all online platforms.

Refine and Launch New CCR-Aligned Pathways

New programs will be developed in artificial intelligence, clean energy, early childhood education, and construction management. Every new pathway will align to the Advanced CTE Clusters model, include credentialing opportunities, and have clear links to work-based learning and postsecondary outcomes.

Strengthen FAFSA and WASFA Completion Systems

Using SchoolLinks, we will identify individual students and school-wide gaps in FAFSA and WASFA completion. Targeted outreach will be supported by community events, translation services, and recognition strategies to encourage early completion.

Build Adult Capacity for CCR Delivery

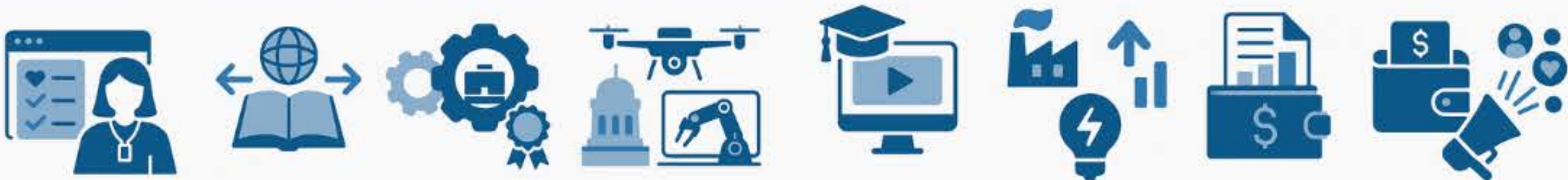
All staff involved in CCR delivery will have access to professional learning, including integration strategies for general education teachers, updated advisement tools, and practical playbooks for embedding CCR outcomes in everyday learning. CCR champions will be recognized across the system.

Create Real-Time CCR Accountability Through Basecamp and Communication

We will operationalize a new system dashboard that shows progress toward readiness for each learner. This includes HSBPs, dual credit, verified acceptance, and internship completion. Data will be available to families and school staff to support action and goal alignment.

Increase Family and Community Engagement in CCR

We will evolve and continue to expand our family-facing CCR campaign titled "Your Future, Your Way," including multilingual newsletters, pathway videos, and community information nights. Schools will co-host events with partners and alumni to celebrate opportunities beyond the diploma and help families navigate planning.

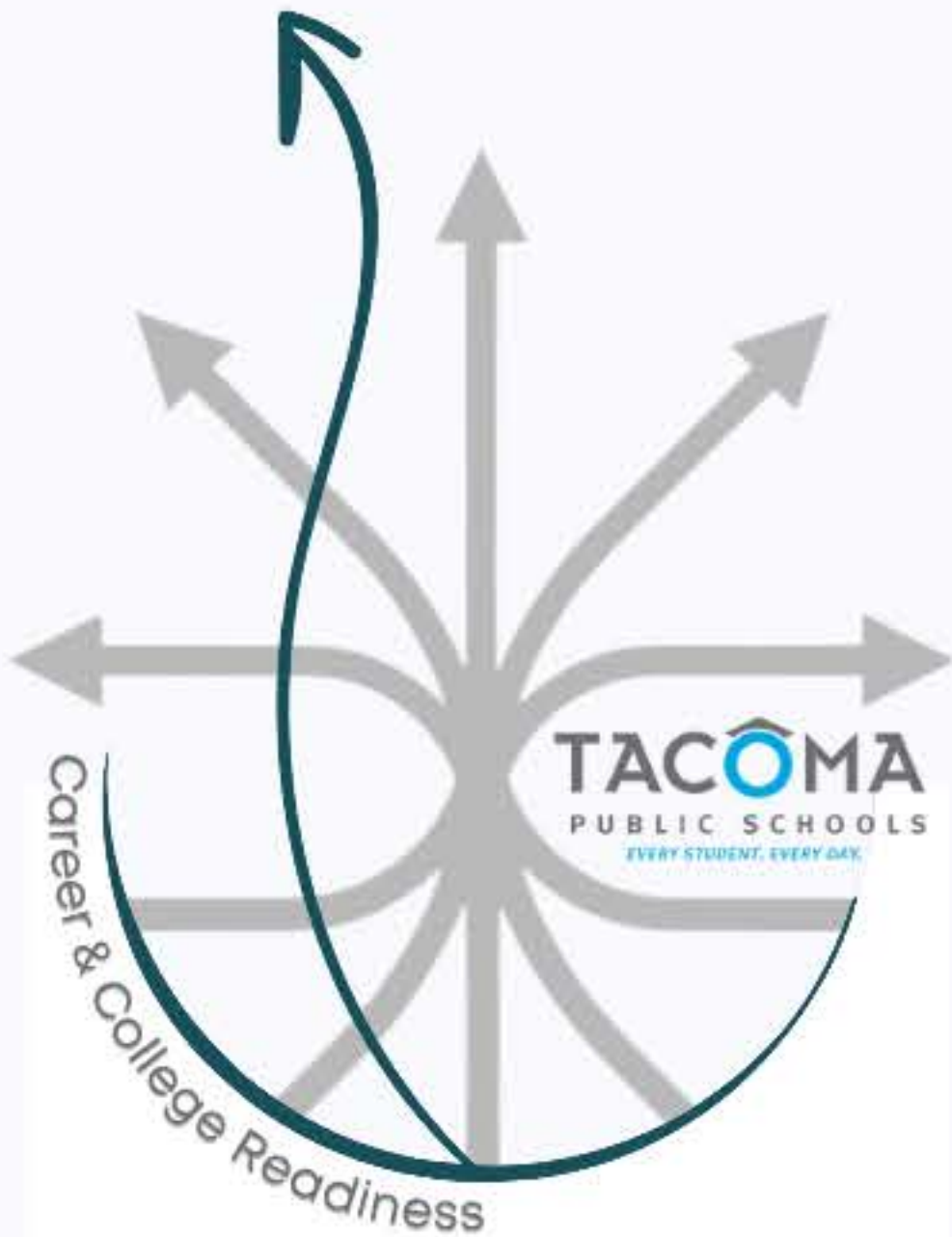


Career & College Readiness (CTE) in Tacoma Public Schools

From Graduation Goals to Life-Ready Pathways

We're not just preparing students to graduate—we're preparing them to launch. Career & College Readiness (CCR) in Tacoma Public Schools is a student-centered blueprint that unifies Career & Technical Education (CTE) with a districtwide commitment to life readiness.

“We believe in designing systems and experiences that serve every learner’s ‘now’ and ‘next.’”



What’s Working: Systemwide Progress and Innovation

- 11,626 students enrolled in a CTE course this year.
- 700+ paid internships completed through Jobs253 and Jobs 253 Credentialed (August 2025)
- 18,718 projected college credits earned (2024-2025) in CTE courses
- All TPS high schools progressing in development of 2 to 4 year progressive CTE Career pathways (also supports graduation pathway completion)
- SchoolLinks implemented districtwide as CCR data and planning hub
- Fall 2026 launch of Maritime|253 Skills Center—a regional hub for maritime professions serving learners across the South Puget Sound.
- Partnership expansion (database of over 200 partners throughout region)

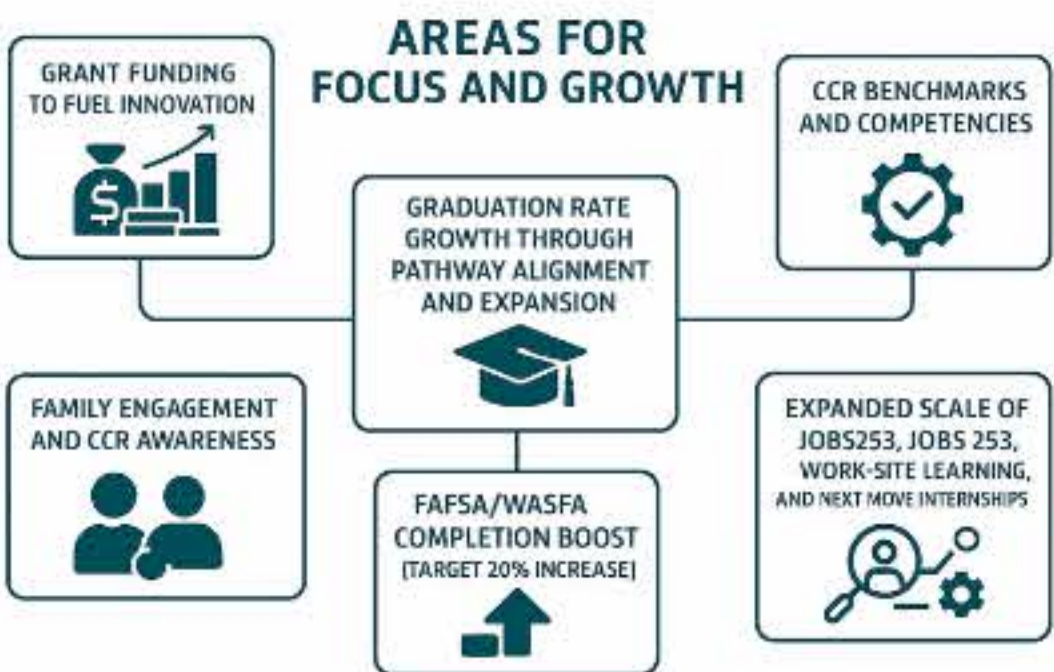
Programmatic Strengths

Clear, measurable CCR benchmarks drive equitable access:

- HSBP, VANI, IRC, Dual Credit, Jobs253 all tracked by student in SchoolLinks
- Personalized pathway completion, co-designed with industry, by **EACH** learner
- Digital learning options (Tacoma Flex) are expanding CCR access for all learners

Areas for Focus and Growth

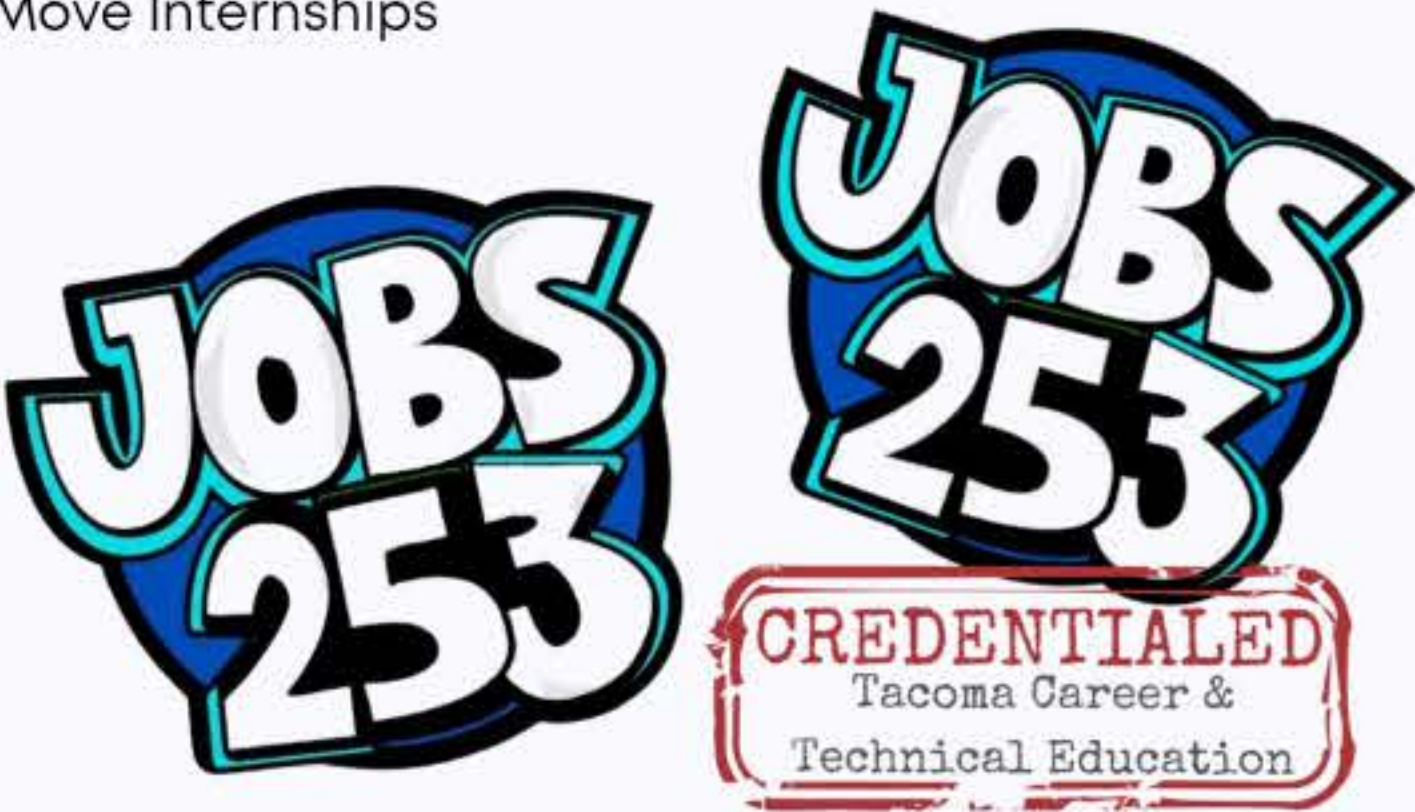
- Grant Funding to Fuel Innovation
 - \$1M+ in motion for 2025–26
 - \$1.3M secured in 2024–25 (22 grants)
 - \$2.03M in 2023–24 and \$635K in 2022–23
- Graduation Rate Growth through Pathway Alignment and expansion
- Increased graduation rates fueled by students’ CCR pathway engagement
- CCR Benchmarks and Competencies (HSBP, IRC, Dual Credit, and VANI)
- FAFSA/WASFA Completion Boost (target 20% increase)
- Multi-year pathway focused on local, regional, and national sector development



- Offers dual credit, IRCs, mentorships, and direct access to industry
- Current and emerging pathways include:
 - Artificial Intelligence and Cybersecurity
 - Clean Energy and Environmental Engineering
 - Early Childhood Education
 - Construction Management and Pre-Apprenticeship
 - Maritime|253: Transportation/Logistics, Sustainability, Technology, and Manufacturing
- Integration of Advance CTE Cluster Framework
- Parent, community, and industry partner expansion
- Family Engagement and CCR Awareness
- Launching **“Your Future, Your Way”** family campaign
- CCR family workshops, student showcases, and alumni panels
- Parent access to SchoolLinks for real-time student progress
- Expanded scale of Jobs253, Jobs 253 Credentialed, Work-site Learning, and Next Move Internships

Opportunities to Redesign:

- Legacy programs not aligned to CTE clusters or labor market needs (data-driven redesigns already in motion)
- Streamlined data reporting through Basecamp may reduce redundant systems
- Evidence/Data for Decision Making:
 - HSBP, IRC, VANI, Dual Credit tracked in real time
 - CTE pathways aligned to WA state workforce sectors
 - Annual surveys show increased student clarity around post-high school goals



LEARN MORE ABOUT OUR PATHWAY PROGRAMS FOR TACOMA STUDENTS.

