



Career and Technical Education Program Evaluation

HEALTH SCIENCE

STEM SCIENCE

X FAMILY & CONSUMER SCIENCE

BUSINESS & MARKETING

SKILLED & TECHNICAL SCIENCE

AGRICULTURAL EDUCATION SCIENCE

This document was developed to assist in evaluating Career and Technical Education Programs throughout the district. Quality CTE programs are those which meet program criteria based on the quality indicators provided. The criteria is based on RCW 28A.700.010; Career and Technical Education Program Standards (Foundation; Exploratory; and Preparatory); Perkins Act of 2006 (Section 113 (2) (A); Section 134 (3) through (12); and Perkins Assurances. The goal of the evaluation process is to assist in improving programs. Documentation for each standard must be available upon request. This document is to be used as the basis for the following processes:

- 1. Annual CTE Program Evaluation**
- 2. Five-Year Program Re-Approval**

The review will determine ratings for the following quality indicators. Programs will develop a plan to meet established Criteria and Quality Indicators including the specific issue to be addressed, action Item, target date for completion, and when action is completed.

Unsatisfactory/Missing:	Basic/Developing:	Proficient/Fully Implemented:	Distinguished/Best Practice:
- At least one indicator is not met or missing	-All indicators are met or present	-All indicators are met or present -Evidence that work is moving beyond compliance -Evidence that work is beginning to use best practice	-All indicators are met or present -Work is beyond compliance and has established systemwide acceptance -Work is using best practice

EDUCATOR LICENSING

CRITERIA 1:				
<input type="checkbox"/> All instructors are licensed and appropriately endorsed and current.				
QUALITY INDICATORS				
1.1 The instructor is licensed and appropriately endorsed to teach all corresponding courses / programs. Using the ratings below, determine the instructor endorsement status for each course / program taught.				
				Comments
<input type="checkbox"/>	The instructor holds a valid CTE teaching certificate for the content area of assignment.			On file in CTE Office
<input type="checkbox"/>	The instructor holds a current First Aid and CPR card.			On file in CTE Office
<input type="checkbox"/>	The instructor is on track for renewal of certification.			On file in CTE Office
<input type="checkbox"/>	The instructor has Certifications required by industry.			On file in CTE Office, as needed.
<input type="checkbox"/>	The instructor, if on a probationary or conditional certificate, has an updated teacher PDP on file.			On file in CTE Office, as needed.
<input type="checkbox"/>	Program Advisory board has approved instructor.			Included in Districtwide Plan & GAC approves all hiring practices,
<input type="checkbox"/>	The instructor has Work based learning endorsement, if required for CTE courses/programs teaching.			On file in CTE Office, as needed.
Unsatisfactory	Basic	Proficient	Distinguished XXX	Evidence/Artifact: Excel and hard copies in CTE Office. 3 Internal audits a year.
<p>Additional Information and/or Comments:</p> <p>By district practice, both Human Resources and the CTE Office monitors teacher certification. The CTE Office provides direct support and audits teacher’s certifications, and our Human Resources office manages First Aid/CPR. Our systems passed an extensive review by OSPI the spring of 2023. We rated ourselves as Distinguished based on the OSPI review.</p>				

CURRICULUM, INSTRUCTION AND EVALUATION

CRITERIA 2				
<p>Curriculum, instruction, and evaluation are based on the state-approved standards and frameworks. The career education program has a written curriculum for each course with a balance among classroom/laboratory instruction, leadership, and personal learning.</p>				
QUALITY INDICATORS				
<input type="checkbox"/>	2.1 Each course offered in the program is approved by the Office of Superintendent of Public Instruction (OSPI) and aligned with a current approved framework.			
<input type="checkbox"/>	2.2 Each course is aligned with CIP Code descriptions.			
<input type="checkbox"/>	2.3 Each course offered uses state approved standards, objectives, and competencies.			
<input type="checkbox"/>	2.4 Curriculum is based on occupational need and developed and maintained in consultation with program specific advisory committee. Labor market data is used to demonstrate occupational need			
<input type="checkbox"/>	2.5 Courses and programs relate to state or regional occupational opportunities and prepare students for postsecondary opportunities or entry into high skills, high wage jobs in current and emerging occupations.			
<input type="checkbox"/>	2.4 Program articulates with related post-secondary training, education programs and/or apprenticeships. Written agreements (dual enrollment, articulation, internships, etc) are developed, implemented, and updated regularly allowing students to earn dual credit through CTE Dual Credit, AP, or other agreements or programs.			
<input type="checkbox"/>	2.5 Program prepares students for current and future workforce entry, state or nationally approved apprenticeship, or post secondary education in related field.			
<input type="checkbox"/>	2.7 The curriculum is reviewed annually and revised as necessary to reflect changes occurring in industry, student needs, and instructional technology.			
Unsatisfactory	Basic	Proficient	Distinguished XXX	<p>Evidence/Artifact: Districtwide Plan, Skills Gap Document, Advisory minutes, articulation agreements, IRCs, OSPI frameworks</p>
<p>Additional Information and/or Comments: Each pathway offers dual credit (Human Service has AP/IB/CiHS, Teacher Academy has CiHS and an IRC, Culinary has RTC DC and an IRC, and our Cosmetology program offers both). We added dual credit with RTC and our Child Development program. We already have established 4 general HB1599 2 CTE credit graduation pathway and creating a true POS, that allow students to personal their pathway. We have rated this indicator as Distinguished.</p>				

ACADEMIC INTEGRATION

CRITERIA 3				
The program teaches and assesses academic integration within the program.				
QUALITY INDICATORS				
<input type="checkbox"/>	3.1 Each course integrates coherent and rigorous content aligned with challenging academic learning standards and relevant career and technical education program standards to ensure learning in: <ul style="list-style-type: none"> • Core academic subjects, and • Career and Technical Education subjects 			
<input type="checkbox"/>	3.2 Demonstrate application of state and national core learning standards in context of preparing for living, learning, and working			
<input type="checkbox"/>	3.3 If an exploratory courses/programs, demonstrates foundational and career cluster specific skills required to meet current industry and nationally defined standards. <ul style="list-style-type: none"> • Teach to current industry and nationally defined standards as evidenced in curriculum frameworks, endorsed by local program specific advisory committee, and approved by OSPI program supervisor 			
<input type="checkbox"/>	3.4 If preparatory courses/programs, demonstrates industry identified competencies while integrating state and national core standards comprised of sequenced progression of multiple courses technically more intensive and rigorous. <ul style="list-style-type: none"> • Current industry defined standards, evidenced in curriculum frameworks, endorsed by program specific advisory. <ul style="list-style-type: none"> ○ Level of competency defined by industry or national standards. ○ Absence of national standards locally developed industry-defined standards validated by program specific advisory. ○ Aligns with post secondary education allowing for articulation 			
<input type="checkbox"/>	3.5 Attainment of Career and Technical Education skill proficiency including student achievement on technical assessments, aligned with industry-recognized standards.			
<input type="checkbox"/>	3.6 Adopted Course Equivalency Policy and Procedure is used for developing and adopting local equivalencies.			
<input type="checkbox"/>	3.7 Course is aligned to meet equivalency credit in an academic program if applicable.			
Unsatisfactory	Basic	Proficient	Distinguished	Evidence/Artifact: Course Frameworks, Districtwide Plan, Skills Gap Document, Advisory minutes, articulation agreements, and IRCs.
			XXX	
<p>Additional Information and/or Comments: All indicators met as most covered in approved course frameworks – note that our FCS Health is equivalent to Health, AP/IB/CiHS Psychology is a Social Studies elective, and students in our Cosmetology program earn CTE, elective, Art, English and Science credits. We have rated this indicator as Distinguished.</p>				

STUDENT ACCESS TO PROGRAM

CRITERIA 4				
Equal access is provided to all students, including non-traditional and special populations.				
QUALITY INDICATORS				
<input type="checkbox"/>	4.1 Instructional program encourages the elimination of gender bias and stereotyping. <ul style="list-style-type: none"> How do you recruit special population students into your CTE program? Do your CTE program promotional materials seek to be representative of gender, race, color, national origin or disabilities? 			
<input type="checkbox"/>	4.2 Instruction programs are designed to enable special populations to meet the Perkins local adjusted levels of performance. <ul style="list-style-type: none"> Provide activities to prepare special populations for high skill, high wage, high demand jobs leading to self-sufficiency. 			
<input type="checkbox"/>	4.3 Educational environment honors diversity and respect of each individual. <ul style="list-style-type: none"> What is done to increase enrollment of special population students, especially male/female enrollments in programs considered nontraditional for their gender? Are there opportunities for nontraditional and special populations to receive training? 			
<input type="checkbox"/>	4.4 Fair and impartial practices are incorporated into the classroom to facilitate the academic achievement of all students. <ul style="list-style-type: none"> What do promotion or recruitment activities do to encourage students to enroll in nontraditional programs and to encourage students of color, national origin and disabilities to seek out and enroll in these CTE programs? Is there an equal access to CTE programs provide to meet needs of all students in nontraditional and technology occupations regardless of gender? 			
<input type="checkbox"/>	4.5 Fair and impartial assessment practices are incorporated into the classroom. <ul style="list-style-type: none"> What instructional, evaluation and/or testing accommodations do you make for special population students? 			
<input type="checkbox"/>	4.6 Non-discrimination strategies are in place to overcome barriers that result in lowering access to or lowering success for special populations in career and technical education courses/programs. <ul style="list-style-type: none"> Facility is free of barriers that would result in the denial of access to persons on the basis of race, color, national origin or handicap. Plan is developed for removal of barriers which may exist which limit access by student with disabilities to any program, including Career and Technical Education programs. What is done to ensure that students with limited English proficiency are successful in your classes? Are there any physical barriers that will limit the access of special population students in your classroom? What physical accommodations would need to be made to ensure the accessibility of all students in this classroom? 			
<input type="checkbox"/>	4.7 Entire curriculum is available to all students.			
Unsatisfactory	Basic	Proficient	Distinguished	Evidence/Artifact: School/district registration materials and websites. Teachers supported with ELL and SIOP trainings.
		XXX		

Additional Information and/or Comments: All classes are promoted and scheduled by each of the 8 secondary schools, with support from CTE KEC. All students have equal access to CTE classes, classrooms and labs are ADA compliant. Special emphasis has been placed on promotional posters and use of You-Tube videos and our new CTE Career Guide, available to all families, K-12, and translated into our top 10 languages, to promote programs and highlight non-traditional students in these roles. Base level/standardized registration information is on the district website, in multiple languages. Finally, the new Perkins V data pulls, prior Perkins IV, and yearly Tableau dashboards show positive students access trends across all student groups. Based on positive across all data points and our new CTE Career Guide, we have rated ourselves Proficient, as students access our CTE program at the same rate as they are represented in our districts. We do have under and over representation in some specific programs and that is why we have not rated this indicator as Distinguished.

ACCOUNTABILITY

CRITERIA 5				
Process used to evaluate and continuously improve performance				
QUALITY INDICATORS				
<input type="checkbox"/>	5.1 Data is used to analyze student progress.			
<input type="checkbox"/>	5.2 Data is used to show students are meeting Perkins district adjusted level of performance on core indicators (Language Arts/Reading, Math, Technical Skills assessments, Non-traditional participation and completion, Graduation Rates, and Postsecondary Education or Employment).			
<input type="checkbox"/>	5.3 Adjusted level of performance is identified for each core indicator of performance and a plan is developed to reach disaggregated data for each indicator of performance for categories of students in ESEA. (Race, Ethnicity, Gender [male and female], Special Ed/Disability status, Migrant, Limited English [English Proficiency], Low Income [Status as Economically disadvantaged], Non traditional) (Race is identified as American Indian/Alaskan Native; Asian; Native Hawaiian/Other Pacific Islander; Black/African American; Hispanic/Latino; Any other race; White; Two or more)			
<input type="checkbox"/>	5.4 Strategies have been identified to close the achievement gap. Identify and quantify disparities or gaps in performance between any such category of students and performance of all students			
<input type="checkbox"/>	5.5 Data from follow up surveys are used to improve courses/programs.			
Unsatisfactory	Basic	Proficient XXX	Distinguished	Evidence/Artifact Prior Perkins Indicators
Additional information, evidence, and/or Comments: The final year of Perkin’s IV – the RSD met or exceeded all indicators, except for mathematics. CTE added Financial Algebra and is articulated with Renton Technical College, and therefore added another support for students to meet the mathematics graduation requirement. Each school uses a student choice registration system; therefore, student voice impacts course offerings. The complete Perkins V data pulls for the cohorts of 2019 - 2023, regarding performance indicators, is currently only available at the				

building level, without course level data. Student performance data for RSD CTE (cohorts of 2019 – 2023 averaged) had positive trends for Graduation Rate 95%, 5th Year Graduation Rate 97%, Post-Secondary Placement 77.2%, Non-Traditional access 29.3%, Attaining a Credential 61%, and Dual Credit 98%. We continue to monitor the drop or flat growth in standardized test scores – ELA, Mathematics, and Science, and note that students no longer need to pass these to graduate. We have rated this indicator Proficient, as all CTE specific indicators are in growth or have exceeded state targets.

SAFE PRACTICES

CRITERIA 6				
Safe practices are understood and implemented.				
QUALITY INDICATORS				
<input type="checkbox"/>	6.1 State, Labor and Industry (L&I), and/or district health and safety policies and procedures are utilized.			
<input type="checkbox"/>	6.2 The program provides safe and appropriate environments that support Career and Technical Education Program Standards.			
<input type="checkbox"/>	6.3 The instructor has the appropriate state recognized training for the safe use and maintenance of the equipment.			
<input type="checkbox"/>	6.4 Conduct a safety evaluation of the program’s facility and equipment on an annual basis. Facilities and equipment or exceed the related federal, state and county safety standards.			
<input type="checkbox"/>	6.5 Safety is integrated into the curriculum and is assessed.			
<input type="checkbox"/>	6.6 Where applicable, standard precautions as set forth by OSHA, L&I, and Risk Management are implemented.			
<input type="checkbox"/>	6.7 Where applicable, Material Safety Data Sheets (MSDS) are properly displayed and located for easy access for review.			
Unsatisfactory	Basic	Proficient	Distinguished	Evidence/Artifact: Safety letter, safety lessons and tests – plus staff trainings – including Stop the Bleed.
<p>Additional Information and/or Comments:</p> <p>Each teacher is supported to attend all safety trainings and these trainings, along with our advisory process, have created a safety focused program. Each teacher holds a valid First Aid/CPR card or is signed-up for training. Each class, when appropriate, has introductory safety lessons and testing, prior to students using the technology of the class. Either RSD support staff or contracted vendors maintain our industrial equipment. We have rated this indicator as Distinguished.</p>				

FACILITIES

CRITERIA 7				
Classrooms, laboratories, and storage areas provide adequate, quality, and safe learning environments to meet program objectives.				
QUALITY INDICATORS				
<input type="checkbox"/>	7.1 Facilities provided for the program are consistent with program standards and objectives. Lab and equipment are appropriate to support OSPI approved curriculum frameworks and industry training procedures			
<input type="checkbox"/>	7.2 Learning and training stations are of sufficient quantity to assure safe and appropriate supervision, delivery of instruction, and student skill development.			
<input type="checkbox"/>	7.3 Labs and equipment meet industry training standards and facility safety standards.			
<input type="checkbox"/>	7.4 Student workstations are adequate and appropriately equipped.			
<input type="checkbox"/>	7.5 Technology is incorporated into program of instruction. Up-to-date technology is used for instruction and evaluation/testing.			
<input type="checkbox"/>	7.6 There is a plan for technology upgrades and/or software purchases to maximize student learning and align with industry standards.			
<input type="checkbox"/>	7.7 There is a plan for computer equipment to be upgraded, maintained, or purchased to maximize student learning and align with industry standards. (scanners, printers, digital cameras, etc.)			
Unsatisfactory	Basic	Proficient	Distinguished XXX	Evidence/Artifact: Districtwide Plan, computer rotation plan
<p>Additional Information and/or Comments:</p> <p>Most classes within these programs, use standard RSD classrooms, maintained by the RSD, with enhanced CTE support. Our Culinary facilities are either new or less than 7 years old. Each year, equipment becomes more standardized across the district. Computers are rotated on a districtwide plan, as well as equipment in our Culinary/Family and Consumer Science Labs. Our program advisory and other industry experts continually review our spaces and technology. We have rated this indicator as Distinguished.</p>				

INSTRUCTIONAL MATERIALS

CRITERIA 8				
Appropriate instructional materials are available to achieve the goals and objectives of the program.				
QUALITY INDICATORS				
<input type="checkbox"/>	8.1 Instructional materials support state approved standards and objectives.			
<input type="checkbox"/>	8.2 Adequate instructional materials are available for all students in all courses.			
<input type="checkbox"/>	8.3 Instruction is enriched with appropriate instructional technology and related resources such as computers and software, access to Internet, audiovisual aids, etc.			
<input type="checkbox"/>	8.4 The instructional materials utilized in the department are 5 years old or less and are on the school purchase rotation schedule on the program Goal Chart.			
<input type="checkbox"/>	8.5 Materials are available in the school for students to become aware of a broad range of careers, continued education and/or training opportunities.			
Unsatisfactory	Basic	Proficient	Distinguished XXX	Evidence/Artifact: Advisory review of materials and dual-credit and IRC work.
<p>Additional Information and/or Comments:</p> <p>Staff are provided with a standard budget, with the ability to request more items as needed. Base supplies needs are set and supported by CTE KEC. Each high school has a Career and College Center, with a full-time staff member, and each comprehensive HS also has a GEAR-UP Coordinator. The Career Centers promote their program of work, focusing on careers and the needed training, as well as each program highlighting careers and trainings specific to the field of study, as well as each FCS Program highlighting careers and trainings specific to the field of study. HOSA, FCCLA and Educator's Rising are major programs in our buildings, and this helps with FCS careers as well. We have rated this indicator as Distinguished.</p>				

LEADERSHIP AND EMPLOYABILITY

CRITERIA 9				
21st Century Skills (employability and leadership skills) are an integral part of all CTE courses.				
QUALITY INDICATORS				
<input type="checkbox"/>	9.1 21 st Century Skills (leadership and employability) are integrated in the approved curriculum framework and applied in real-world family, community, and business and industry applications.			
<input type="checkbox"/>	9.2 Leadership skills are developed and practiced at highest level through integration of aligned state recognized CTSO			
<input type="checkbox"/>	9.3 Competencies for 21 st Century skill, identified in the Leadership document (employability and leadership skills), are integrated into the curriculum. 21 st Century skills are taught, assessed and documented.			
<input type="checkbox"/>	9.3 a Students demonstrate 21 st Century skills integrated in approved curriculum framework and applied in real world application.			
<input type="checkbox"/>	9.3 b Leadership alignment is embedded in the curriculum framework. <ul style="list-style-type: none"> • Reflects the leadership activities embedded in curriculum and instruction. • Includes leadership skills taught and assessed within the class for all students. • Requires the 21st Century Skills to be matched to the specific activities/event/projects and specifically aligned to the unit of instruction 			
<input type="checkbox"/>	9.4 Leadership and employability activities provide opportunities for students to participate in community service and service-learning activities.			
<input type="checkbox"/>	9.5 Leadership activities provide opportunities for students to participate in regional, state or national competitions.			
<input type="checkbox"/>	9.6 School/district makes reasonable provision for release time for the advisor(s) to participate in Leadership activities.			
<input type="checkbox"/>	9.7 If course is using a locally developed leadership plan, it must demonstrate the leadership skills (21 st century skills) practiced at the highest level through classroom integration of programs and activities and through a Program of Work. The plan (Program of Work) must be approved by OSPI and meet or exceed the standards of the recommended CTSO.			
Unsatisfactory	Basic	Proficient	Distinguished XXX	Evidence/Artifact: Frameworks, CTSO Rosters, CTSO Travel, LS Plan
<p>Additional Information and/or Comments:</p> <p>A special focus continues this year for CTE to cover most costs for students to attend regional, state and even national CTSO events. Staff advisors are compensated by stipends. CTSOs are the preferred model, and when a CTSO is not available, a Leadership Plan is on file. Each staff member is held accountable to promote the appropriate CTSO or club to their students. HOSA and Educator's Rising exist in all 3 comprehensive and is growing, with its connection to our FCS Health Classes, and FCCLA is offered at both RHS and LHS. Each staff member is held accountable to promote HOSA, FCCLA or Educator's Rising to their students, and we promote via signs/posters in classrooms, with regular announcements and posted HOSA meetings and activities. We have rated this indicator as Distinguished.</p>				

LONG-RANGE PLANNING

CRITERIA 10				
There is a 4-year Districtwide Plan, Program Evaluation and CLNA that provides program direction and improvement.				
QUALITY INDICATORS				
<input type="checkbox"/>	10.1 District conducts an annual evaluation of Career and Technical Education programs using standards and indicators.			
<input type="checkbox"/>	10.2 Instructors have developed a 5-year Goal Chart that is reviewed and updated annually. The program instructor identifies goals and objectives in relation to the Career and Technical Program Standards and indicators based on the program evaluation. <ul style="list-style-type: none"> Plans may include strategies for articulation with other education institutions; establishing and maintaining industry and education partnerships; achieving skills certificates or recognized credentials; repairing, replacing and purchasing equipment; recruiting and mentoring students, etc. 			
<input type="checkbox"/>	10.3 Recommendations and suggestions provided by district and school administrators, accreditation teams, counselors, and advisory committees are considered in developing the plan.			
Unsatisfactory	Basic	Proficient	Distinguished	Evidence/Artifact: Districtwide Plan Plan evaluation Advisory process
			XXX	
<p>Additional Information and/or Comments:</p> <p>This program has an expanding advisory providing input, and the Districtwide Plan has charted out program growth to better support the CTSO model, HB1599 graduation pathways, and cross-credited courses. The program also offers AP/IB/CiHS, CTE Dual-Credit options, and has 4-years of programing for students and multiple HB1599 graduation pathways. We have rated this indicator as Distinguished.</p>				

ADVISORY COMMITTEE

CRITERIA 11				
<p>The program utilizes an advisory committee. Functions of the advisory committee include development, implementation, and annual program evaluation, and long-range planning.</p>				
QUALITY INDICATORS				
<input type="checkbox"/> 11.1 Program utilizes an advisory committee with appropriate representation, such as business, industry, education, community, government agencies, and special population groups. <ul style="list-style-type: none"> • What are the demographics of the CTE advisory committees in terms of gender, color, national origin and disabilities? 				
<input type="checkbox"/> 11.2 The advisory committee provides input and recommendations for program improvements.				
<input type="checkbox"/> 11.3 The advisory committee meets three or more times per year and has written minutes on file with the CTE Office.				
Unsatisfactory	Basic	Proficient XXX	Distinguished	Evidence/Artifact: Districtwide Plan Evaluation Rubric Advisory Notes
<p>Additional Information and/or Comments: We have transitioned to one Districtwide Plan, added the use of a standard rubric, and have created Google Site for advisory support and storage of the work. Current Members:</p> <p>Teacher Academy: Abner Ramos RTA Alum, CWU Student, Para Exam Passer Alex Castro Wilson, RTA Alum, RSD Teacher, Mentor Teacher, Chaperone, Anayah Allen, RTA Alum, WGU, Para Educator/Preschool Lead Teacher, Anthony Ase, RSD Math Facilitator, Teacher Academy Supporter, Ashley Dobson, Renton Chamber of Commerce, Community Member Ava Carlson, RTA Alum, Para Educator, Becca L'Amour, Instructional Coach, Teacher Academy PD Toolkit Creator, Betsaida Ortiz-Gonzalez RTA Alum, CWU MIT Student, Para Educator, Bridgett Kawachi, DMS Teacher, Mentor Teacher, Carly Anderson, RTA Student, Ed Rising Officer, Christina Park, College and Career Specialist, Dawn Harry, CWU Teacher Academies Director, Derrick Holt, LHS Alum, Teacher Academy Teacher, Diane Dobson, Renton Chamber of Commerce, Community Member, Doug Jensen, CWU-DesMoines, Admissions, Dr. Eric Hougan, CWU University Partner, RTA Founding Teacher, Dwight Smith, Community Member, Financial Supporter, Dylan Macri, RTA Alum, LA Teacher at Nelsen MS, Fernanda Diaz, Professional Educators Standards Board – RWT, Hannah Matson, RTA Student, Ed Rising Officer, Jamal Jamerson, RTA Alum, Paul Quinn University, Jane Ramos Hernandez, RTA Student, Ed Rising Officer, Jasmin Montano, RTA Student, Ed Rising Officer, Jeanette Eisenberg, Team Read Representative, Kara Hackler, RSD HR, Kayte Beatie, Community Member, Chaperone, Kaytee Maxwell, RTA Alum, Highline College, Para at Campbell Hill Elementary, Kelly Duran, RTA Alum, Highline College, Para Exam Passer, Preschool Teacher, Kendall Goodman, RTA Alum, CWU Student, Para at Dimmitt MS, Kimberly Ramos-Navarro RTA Alum, Highline College, Para at Benson Hill Elementary, Teacher Academy Ambassador@CWU-DesMoines, Kirsten Thornton, GEAR UP District Coordinator, Teacher Academy Supporter, Lauren Nelson RTA Alum, CWU Student, Para Exam Passer, Teacher Academy Ambassador@CWU-Ellensburg, Luis Morales Carrera, RTA Student, Educators Rising Officer-Hazen HS, Madison Ehrman, RTA Alum, Para Educator at Meadowcrest, Meghan Moore, RSD HR Business Partner, Melissa Pailthorp, Executive Director, Team Read, Michelle Spenser, Family and Consumer Sciences Program Supervisor, Nichola Fulmer, Career and College Readiness Program Facilitator, Norma Cuevas, RSD-Department of Learning & Teaching Nyasia Saetern, RTA Alum, Para at Campbell Hill Elementary, Rachel Ramirez, Former RTA Parent, Community Member, Mentor Teacher at Tiffany Park Elementary, Rado CarlsonParent, Community Member, Sandy Gunder, Team Read Lead Site Coordinator, Shannon Rance RHS Alum, Teacher Academy Teacher, Sheila Redick, RSD-HR, Sky Rapoza, RTA Alum, Para Educator,</p>				

Team Read Site Facilitator, Sydney Walling, RTA Student, Ed Rising Officer, Tana Peterson, RSD SEL Facilitator, Teacher Academy Supporter, Vanessa Barut-DelFierro, Teacher Academy Teacher, Librarian, Winston Benjamin, New Teacher Induction, Carla Smith, Teacher Academy Coordinator, Shyla Butler, CTE Administrative Assistant, Scribe

Culinary: Jack Gingrich, Owner of The Herbfarm; Doug Goettsch, Owner of Big Grove Brewery & Craft Concepts restaurant group; Cory Kent, Owner of George's Local, Pullman Bar and Diner, Patton Diner; Heather Berthold, RSD Nutrition Services Manager; Sophie Cornell, RSD Culinary Student; Matthew Dimeo, former Culinary Instructor, S. Seattle CC.; Doug Medbury, RTC Dean of Culinary; David Faro, WA Hospitality Assoc.; Zach Hawley, Chef; Katharine Wright, RSD CTE Teacher; Marlys Miller, RSD CTE Teacher, Katrina Piper, RSD CTE Teacher; Keiko Wilson, Jordan Larson, Leah Song and Renee Robinson, RSD MS CTE Teachers; Maggie Kacser, Caterer/parent; Kelsi Mayther, Prostart; Levi Moorhead, Chef; Alondra Orozco, RTC Culinary/former RSD student. Thalyia Vargas-Hines, Administrative Assistant, Scribe (KEC)

Human Service: Alyssa Shewey, RSD FCS AP Psych Teacher LHS; Amie Mitchell, RSD WBL Specialist Para LHS; Avanti Bergquist, School Board Director, Psychiatrist; Jordy Larsen, RSD FCS Teacher DMS; Beatrice Favre, RTC ECE Instructor; Becca L'Amour, RSD Instructional Coach; Bre Vanden Bos, RSD FCS Teacher HHS; Carla Smith, RSD Teacher Academy Facilitator; Donelle Tyler, Principal Meadow Crest Early Learning Center; Gavin Crum, RSD Student; Hannah Vlieger, RSD FCS Teacher LHS; Jamie Wespestad, RSD FCS Teacher LHS; Jason Nap, RSD Parent HHS; Jason Rothkowitz, Financial Beginnings WA, FEPPP Education Committee Member, Community Partner; Joe Bento, RSD FCS Teacher RHS, IB Career Academy Coordinator; Jordan Larsen, RSD FCS Teacher DMS; Julia Toone, RSD FCS Teacher RHS; Julie Johnson, RSD Parent HHS, Physical Therapist; Kara Crum, RSD FCS Facilitator and Teacher LHS, Lead; Katelyn Zielinski, RSD Student LHS; Katrina Piper, RSD FCS Teacher THS; Keiko Wilson, RSD FCS Teacher RMS; Kelly Wildey, RSD CTE Admin Asst KEC; Kerri Gibbard Kline, Public Health Seattle & King County; Kevin Smith, RSD CTE Director; Leah Song, RSD FCS Teacher NMS; Megan Farmer, CTE Administrative Assistant, scribe; Michelle DiMeo, Director of Auxiliary Services at South Seattle College; Nicole Rogers, Community Member, Human Resource Manager; Roger Ingalls, Industry, Mortgage Broker, Loan Doctors NW, RSD Substitute; Rowena McCullough, RSD FCS Teacher RHS; Sharleen Kato, Seattle Pacific University, FCS Program; Vickie Blackeney, RSD Student Support Services..

Cosmetology: Kellie Luther, RSD WSL Coordinator, Becca L'Amour, CTE Instructional Coach, Thomas Caudle RSD LHS Principal, Taco Yarbrough, Stylist ,Small Business Owner, Lori Paxton, CTE Kent, Frank Trieu, Evergreen Beauty College Owner, Heather Dunn, Method +Madness, Owner, Megan Farmer, CTE Information Specialist, Shyla Butler, CTE Administrative Assistant, Scribe, Alfredo Chirino Hernandez, RSD Student, Ashley Orellana-Munoz, RSD Student, Scarlet Devine, RSD Student, Shyra Butler, RSD Student, Ashley Alexander, Beauty Bake Parlor, Owner, Keisha Dickerson, Stylist, Loctician, Ken Stepien, Community Member, Tyeisha Bohannan, Stylist, Educator, T'Kesha Scott, Stylist, Owner, Yadira Vazquez, Stylist, Parent, Jeff Baker, Kent SD, Assistant CTE Director, Kevin Smith, RSD CTE Director

PROGRAM OF STUDY

CRITERIA 12

Program of Study for each approved career and technical education program has been implemented which sequences academics and career and technical education content, leading students to attain a postsecondary degree, industry-recognized certificate or credential, or entry into the work place with a skill set conducive toward career advancement.

QUALITY INDICATORS

- 12.1 CTE courses are organized into a program of study that includes Scope and Sequence of courses that are articulated to build depth of knowledge and skills without redundancy, and they integrate opportunities for students to gain firsthand experience in the career field. Exploratory and Preparatory courses are included in the Program of Study
- 12.2 Courses offered allow students to complete or concentrate in a CTE career cluster and/or pathway preparing for transition to post-secondary education.
- 12.3 The pathway includes a formal apprenticeship, certificate program, a two-year degree program or a four-year degree program.
- 12.4 The program of study is fully aligned with current technical content standards.
- 12.5 Curriculum is related to foundational knowledge and skills of broad range of career options in related program of study.

<input type="checkbox"/> 12.6 Academic (Washington State Learning standards) and career and technical education content is aligned and integrated in a coordinated, non-duplicative progression of courses.				
<input type="checkbox"/> 12.7 The program of study leads to an industry-recognized certificate or credential at the secondary level, if applicable, and/or leads to an industry-recognized certificate or credential and/or dual credit at the postsecondary level.				
Unsatisfactory	Basic	Proficient	Distinguished XXX	Evidence/Artifact: Districtwide Plan AP/IB/CiHS CTE Website – PPOS DC/IRC
Additional Information and/or Comments: Each pathway offers dual credit (Human Service has AP/IB/CiHS, Teacher Academy has CiHS and an IRC, Culinary has RTC DC and an IRC, and our Cosmetology program offers both). We added dual credit with RTC and our Child Development program. We already have established 4 general HB1599 2 CTE credit graduation pathway and creating a multiple POS, that allow students to personal their pathway. We have rated this indicator as Distinguished.				

CERTIFICATION, WORKBASED LEARNING

CRITERIA 13A	
Certifications – assessment of student competency of knowledge and skills as determined by industry defined standards.	
QUALITY INDICATORS	
<input type="checkbox"/>	13A.1 Course/programs leads to certificate or credential state or nationally recognized by trade, industry or other professional association as necessary for employment or advancement.
<input type="checkbox"/>	13.A.2 Instruction leads to state/nationally recognized industry assessment or certification necessary for employment or job advancement in field and/or articulated college credit leading to post-secondary education.
CRITERIA 13B	
Work Based Learning provides students with experiences and understanding of all aspects of the industry students are entering. WBL opportunities are identified in Washington WBL Learning Document	
<input type="checkbox"/>	13B.1 Job shadows, mentors, community service, and other activities for student learning in the community are available
<input type="checkbox"/>	13B.2 Worksite learning (internships) is available to students completing the program.

<input type="checkbox"/>	13B.3 Students are able to complete a qualifying class in their pathway for a work-based learning assignment
<input type="checkbox"/>	13B.4 Through instruction students experience and develop understanding in all aspects of industry associated with specific CTE courses.

Unsatisfactory	Basic	Proficient	Distinguished XXX	Evidence/Artifact: IRC/DC lists CTE/WSL Website
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Additional Information and/or Comments:
 As stated, each pathway offers dual credit and IRC's. We have established 4 general HB1599 2 CTE credit graduation pathway and creating a multiple true POS, that allow students to personal their pathway. We offer industry standard WBL in our Culinary Labs and our RWT students intern in our elementary and middle schools and can also be paid TEAM READ Tutors. We also offer standard WSL to all students. Our Cosmetology students, after months of practice, have real clients. We have rated this indicator as Distinguished.

CAREER GUIDANCE

CRITERIA 14

QUALITY INDICATORS

<input type="checkbox"/>	14.1 Demonstrate knowledge of career options within related career cluster or pathways is integrated into the curriculum.
<input type="checkbox"/>	14.2 Career planning, career development and/or transition to employment and post-secondary
<input type="checkbox"/>	14.3 Provides access for students to information regarding career awareness and planning with respect to an individual's occupation and academic future
<input type="checkbox"/>	14.3 Career guidance and academic counseling provided to students to include information about post-secondary education and training options, industry certification, and employment

Unsatisfactory	Basic	Proficient	Distinguished XXX	Evidence/Artifact Career Centers Career Center/CTE Website
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Additional Information and/or Comments:
 Each school has a staffed Career and College Readiness Center. College Access Now and CISCK staff provide additional support to students either within or near the Career Centers. Starting in 2020, GEAR-UP support staff was also added to the high schools. Each of the high school Career Center teams work together to create a districtwide program of work to support the needs of all students, in addition to the career related guest speakers and trips offered by the instructors, as part of their courses. We have rated this indicator as Distinguished.

PROGRAM EVALUATION

CRITERIA 15
The program is Evaluated by the Advisory – Evidence is with the completion of this Program Evaluation Form and submitted
Additional Information and/or Comments: The completion of this process, form and the CLNA is evidence – we have rated this indicator as Distinguished.

PROFESSIONAL DEVELOPMENT

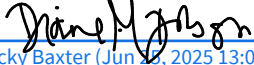
CRITERIA 16				
Instructors participate in appropriate professional association and professional development activities.				
QUALITY INDICATORS				
<input type="checkbox"/>	16.1 Instructors maintain membership in related state and national professional organizations.			
<input type="checkbox"/>	16.2 Instructors strive to upgrade their skills and knowledge by attending conferences, conventions, college courses, staff development in-service, and other sources of training.			
<input type="checkbox"/>	16.3 Instructors participate in required training and complete approved preparation and yearly in-services requirements (if applicable) for programs such as Applied Math, AP, CASE, Core Plus and Project Lead the Way.			
<input type="checkbox"/>	16.4 Instructors participate in job shadows, internships, and industry site visits.			
<input type="checkbox"/>	16.5 Instructors use scientific based research and data to improve instruction			
<input type="checkbox"/>	16.6 Instructor uses practices to involve and engage in parent and community			
Unsatisfactory	Basic	Proficient	Distinguished XXX	Evidence/Artifact: CTSO and Teacher Professional Conference/travel Back to Industry PLC Process
Additional Information and/or Comments: Each instructor is supported to attend/complete the following: <ul style="list-style-type: none"> Attend WA-ACTE Summer conference, virtually, every year or in-person anytime they are serving as a presenter, association officer, or RSD CTE Facilitator. Attend WA-ACTE subsection &/or other professional teacher association trainings each year or as available. 				

- Attend the most appropriate CTSO trainings/conferences.
- Rotating opportunities to attend the academic subject matter conference with a goal of sending two participants annually.
- Attend &/or participate in the most appropriate specialty area training and professional development opportunities as needed.
- Opportunities to access 40 hours of Back to Industry
- Closely work with Program Advisory on other trainings and professional opportunities.

- We have rated this indicator as Distinguished.

SIGNATURE PAGE

Plan reviewed by Advisory Members:

Advisory Chairperson  Date: 06/25/2025
Vicky Baxter (Jun 25, 2025 13:04 PDT)

CTE Program Lead  Date: 06/25/2025

CTE KEC Notetaker  Date: 06/25/2025

CTE Director  Date: 06/25/2025
Kevin Smith (Jun 25, 2025 13:21 PDT)

RSD CTE FCS Program Eval.2025.FINAL


Final Audit Report

2025-06-25

Created:	2025-06-25
By:	Kelly Wildey (kelly.wildey@rentonschools.us)
Status:	Signed
Transaction ID:	CBJCHBCAABAABjt4qwRw8tK9UDS2nqZTR4K18aHx1c0j

"RSD CTE FCS Program Eval.2025.FINAL" History

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2025-06-25 - 3:04:37 PM GMT- IP address: 152.157.207.191
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2025-06-25 - 3:14:27 PM GMT
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Signature Date: 2025-06-25 - 7:11:34 PM GMT - Time Source: server- IP address: 73.225.245.130
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