

CCMR & CTE Leader Meeting

Jacob Hildebrand and Stephanie Tennyson

December 4, 2025 | 9:00 AM

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Agenda

- Welcome by Les Hudson, TEA CTE Statewide Coordinator
- December Connection
- December Tasks
- Honoring Our Retirees
- For Your Attention
- TEA Updates and Reminders
- Teacher and Student Opportunities
- UT Arlington Engineering Discussion and Brainstorming
- Teacher Incentive Allotment
- Connection & Conversation
- Lunch and presentation provided by Katie Burke and Avery Bond with Pathful
- Afternoon Session (1 pm): College Prep Discussion with Hill College

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TEA's Les Hudson

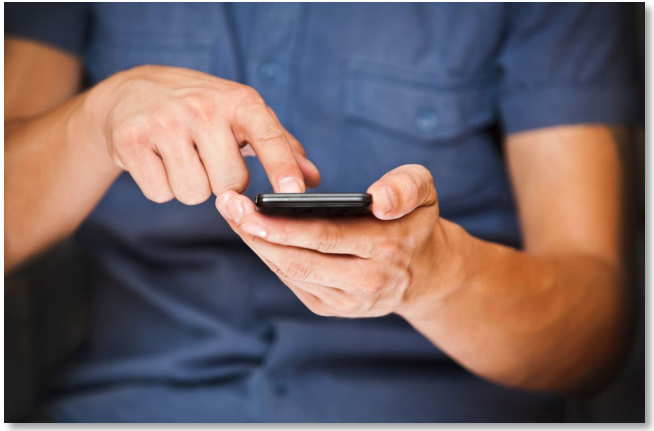
- Program of Study Areas
  - Agriculture, Food, and Natural Resources
  - Architecture and Construction
  - Energy
  - Aviation
  - Maritime
- Region 11 Coordinator



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December Connection

- Everyone take out your phone and open the Photos app
- Scroll back enough so you see older photos
- Find a photo from 2023
- Once your tablemates have their photo, share out what made this memory special



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December Tasks

- Verify Semester 2 classes are balanced and coded correctly
- Collect and report all Industry-Based Certification results from June 1 - August 31, 2025 (Earned/Passed/Failed) to PEIMS (stored for five years)
    - **First Fall PEIMS Submission is Thursday, December 11**
    - **Check the TSDS Report PDM1-120-021 IBC Roster**
- Continue your plans for 2026 graduates who aren't yet CCMR met
- Be on the lookout for Perkins Reallocation amounts and upon release, identify expenditures (multiple marketing emails about sales prior to EOY)
- Recruit for 2026-27
- Verify all WBL training plans have been visited for 3rd Six Weeks
- Verify that spending is on track for the year
- Finalize CTSO travel for spring semester
- Plan for CTE Month in February
- Update your College Prep courses with the provider-specific course codes for 2025-26



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Celebration Time!

JJ Ayers will be retiring after more than 20 years of dedicated service. Throughout his tenure, he has impacted students in Lewisville, McKinney, Aubrey, and Little Elm ISDs, leaving a lasting impact on Region 11. We are grateful for his commitment and leadership.

Congratulations JJ!

We wish you the best and look forward to hearing all about your next endeavor.



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Celebration Time!

Carla Ruge-Fritz will be retiring after 25 years of dedicated service. Throughout her tenure, she has grown CTE in Denton ISD and made a lasting impact on Region 11. We are grateful for her commitment and leadership.

Congratulations Carla!

We wish you the best and look forward to hearing all about your next endeavor.



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For Your Attention

Opportunities & Insights

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In-Person CCMR/CTE Leader Meetings

Traditional format with breakout content in the afternoon

- January 15
- February 19
- March 26
- April 16
- May 21

Join our Listserv to receive monthly newsletter and just-in-time emails



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Virtual Recap CCMR/CTE Leader Meetings

An abbreviated meeting for those who missed in-person or for those that want to continue the conversation

- December 11
- January 22
- February 26
- April 2
- April 23
- May 28



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CTE Administrator Trainings

Hosted by districts and facilitated in conjunction with ESC Region 10 (Dallas)

- CTE Administrator Fundamental Training: Program Design – February 24 / Lewisville ISD (Region 10 Led)
- CTE Administrator Fundamental Training: CTE Resources – March 31 / Lewisville ISD

- CTE Administrator Deep Dive Training: Program Expansion – February 24 / Lewisville ISD (Region 10 Led)
- CTE Administrator Deep Dive Training: Program Evaluation – March 31 / Lewisville ISD

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Save the Dates: Special Events

- **Friday, December 12** – Accountability with Precision: Strengthening Data Accuracy Across Programs
- **Wednesday, February 11** – AVID Instructional Coaching Workshop
- **Monday, March 30** – Accountability, PEIMS, and CCMR Cross-Functional Systems and Planning
- **Friday, July 31** – AVID Teacher Workshop



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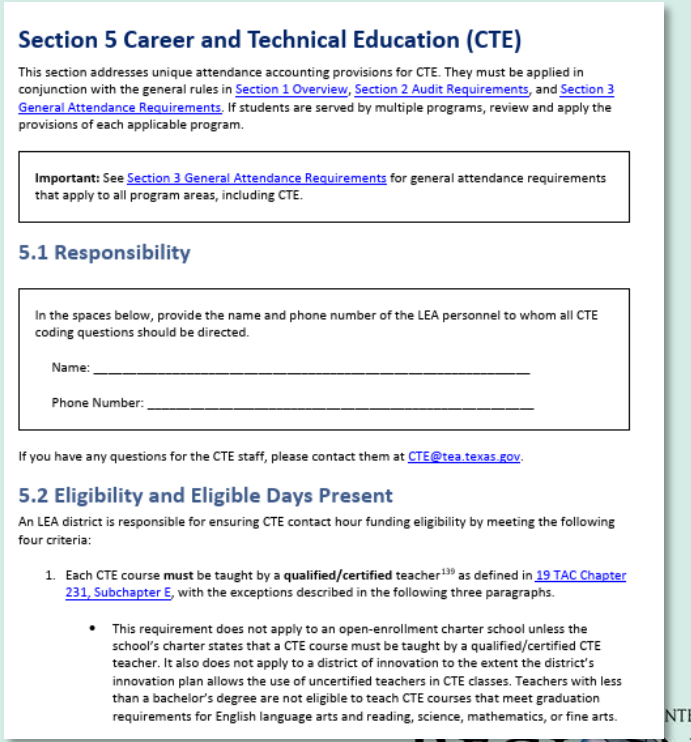
TEA Updates - CTE

Just-in-Time Reminders

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Student Attendance Accounting Handbook

- Reminder: 2025-26 SAAH was adopted in October
- Changes from 2024-25 to 2025-26 can be found here
  - "An LEA must maintain documentation showing ~~[the average]~~ **a minimum** of 45 minutes per day for each CTE course…"
  - "**Note: An LEA may not receive state weighted funding for CTE courses a student has previously taken and passed.**"



Section 5 Career and Technical Education (CTE)

This section addresses unique attendance accounting provisions for CTE. They must be applied in conjunction with the general rules in Section 1 Overview, Section 2 Audit Requirements, and Section 3 General Attendance Requirements. If students are served by multiple programs, review and apply the provisions of each applicable program.

Important: See Section 3 General Attendance Requirements for general attendance requirements that apply to all program areas, including CTE.

5.1 Responsibility

In the spaces below, provide the name and phone number of the LEA personnel to whom all CTE coding questions should be directed.

Name: _____

Phone Number: _____

If you have any questions for the CTE staff, please contact them at CTE@tea.texas.gov.

5.2 Eligibility and Eligible Days Present

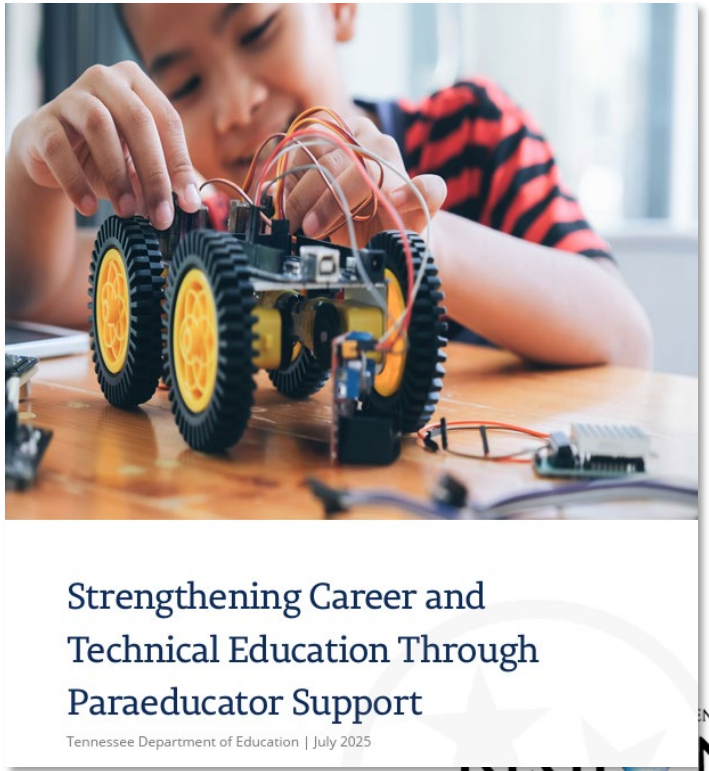
An LEA district is responsible for ensuring CTE contact hour funding eligibility by meeting the following four criteria:

1. Each CTE course **must** be taught by a **qualified/certified** teacher[139] as defined in 19 TAC Chapter 231, Subchapter E, with the exceptions described in the following three paragraphs.
   - This requirement does not apply to an open-enrollment charter school unless the school's charter states that a CTE course must be taught by a qualified/certified CTE teacher. It also does not apply to a district of innovation to the extent the district's innovation plan allows the use of uncertified teachers in CTE classes. Teachers with less than a bachelor's degree are not eligible to teach CTE courses that meet graduation requirements for English language arts and reading, science, mathematics, or fine arts.

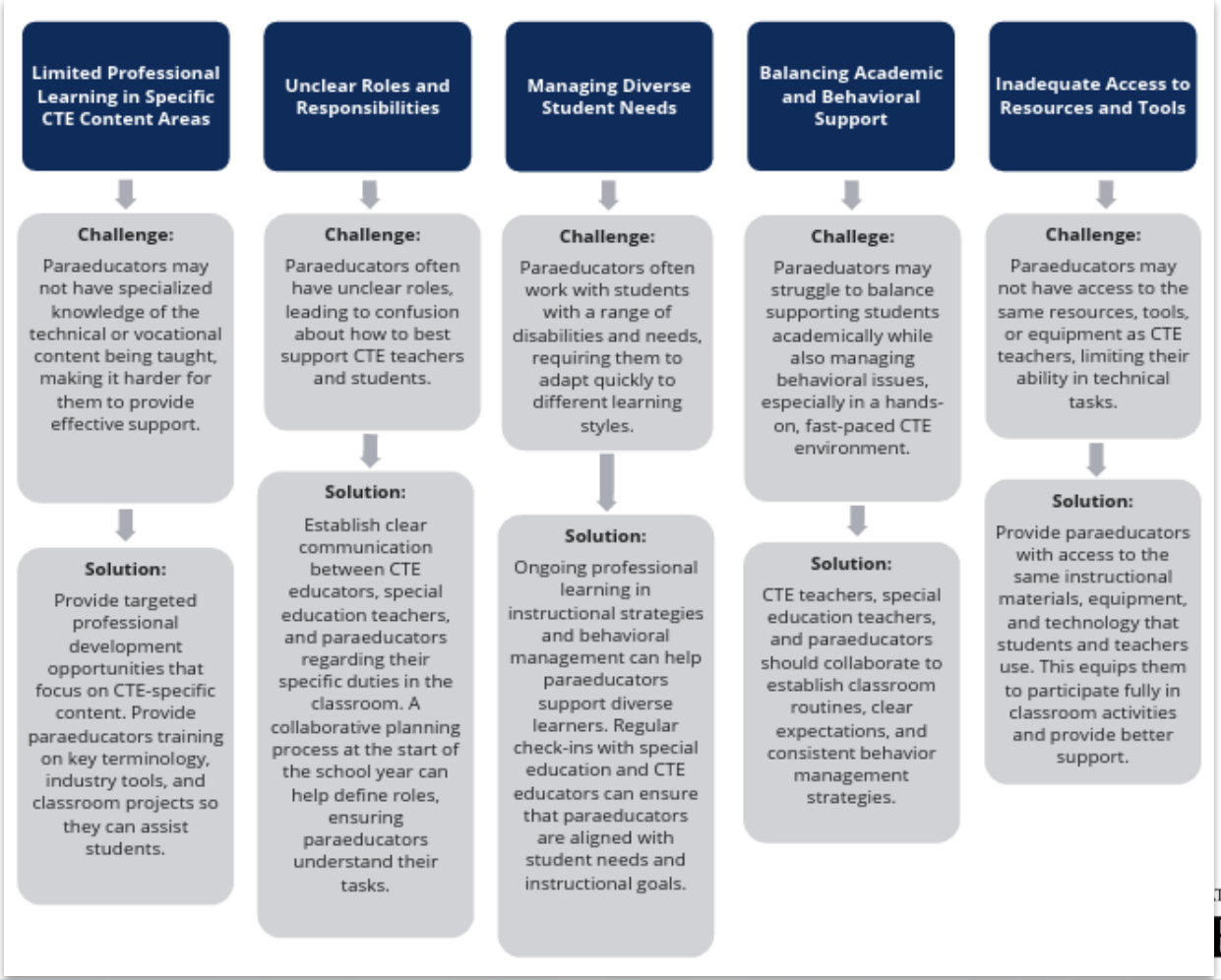
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Special Education Support

- For support of paraprofessionals who are embedded within the CTE classroom, Tennessee Department of Education released this short framework
- Includes various roles of Paraprofessionals in the classroom, shared responsibilities, collaborative practices, common challenges and potential solutions



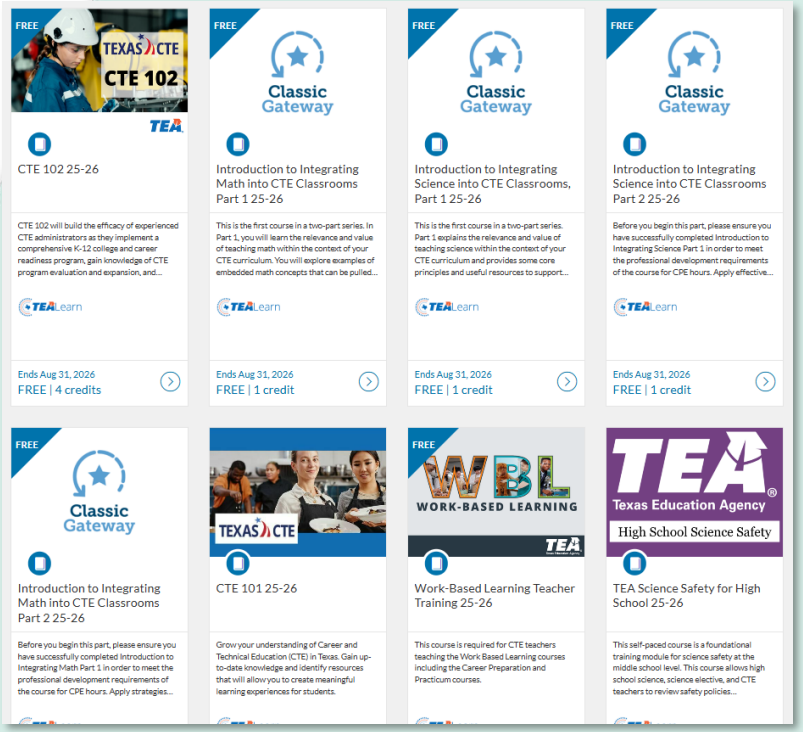
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TEALearn Courses

- New to CTE teachers, administrators, specialists: CTE 101 and CTE 102 are back on TEALearn
- If you have any change in teachers mid-year for Practicum or Career Prep, Work-Based Learning Teacher Training has been updated for 2025-26



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IBC and Programs of Study

- The finalized 2025-2030 List has been released
- Includes relevant PEIMS codes and tiers as well as requirements for fingerprinting/background check (recall that you can request reimbursement of these costs)
- Changes to IBC codes in TWEDS will be updated in Spring 2026
- 2022-2025 list is subject to the sunset cap; a **campus** can count no more than five graduates or 20% of its graduates (whichever is greater) toward CCMR credit, if those graduates meet CCMR criteria **solely** by earning a sunsetting IBC.



Courtesy of Grandview ISD

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IBC and Programs of Study

- Programs of Study pages have been updated with new IBC information, including JROTC (under Law and Public Service)
- Crosswalk of IBCs to Programs of Study is here
- Additions to revised Programs of Study:
    - Aligned Advanced Academic Courses
    - Dual Credit Courses



Courtesy of Grandview ISD

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Computer Science Education Week

- Next week: December 8-14

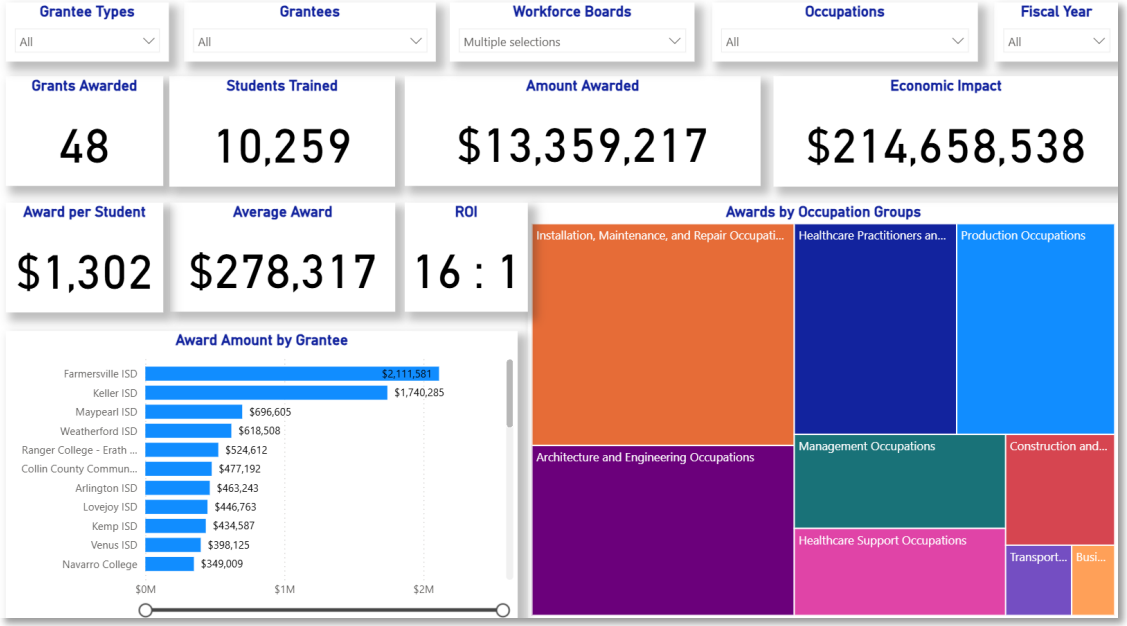
- Check out CSEdWeek website to learn about leaders, access resources for the classroom and beyond, and engage in activities and events



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JET Grant

- Learn more at the [Texas Workforce Commission Procurement Portal]
- Close date: January 13, 2026 at 10:00 AM CST
- Check out previous awardees if you want to reach out for guidance



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2025-2026 Summer Career and Technical Education Grant

- Intended to provide support for districts to offer students greater access to CTE courses in TEA approved programs of study and/or paid or unpaid WBL summer opportunities.
- Up to $50,000 per award
- Two focus areas: CTE courses & Work-Based Learning Experiences
- Grant application due date: January 13, 2026
- Grant start date: March 20, 2026
- Grant end date: September 30, 2026
- Questions? Ask William Phelps at TEA CTE

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TEA CTE Monthly Office Hours

- Was originally set for the second Friday of each month
- Switching to the second Wednesday of each month
- Next one is Wednesday, December 10
- Join Link (Teams)



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TEA Updates - CCMR

Just-in-Time Reminders

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TEA Military Family Resources

- Have you or someone you know recently been asked to serve as the School/District Liaison for your Military-Connected Students?
- If so, check out the revamped TEA MCS website
- Included is:
  - Information on Purple Star Campuses, PSCD webinars and office hours, and a calendar of events
  - General resources for MCS
  - Youth programming supported by the National and Texas Military
  - Veteran family resources
  - Educator PD opportunities
  - Educator MCS Identifier assistance and data
  - Student resources

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HB 8 Updates

- The 2nd Called Session passed HB 8 in September and it impacts some of CCMR for the future
- IBCs must be developed by THECB and TWC based on high-wage and high-skill standards
- IBCs can only be updated with each A-F five-year cycle
- IBCs removed from the list require a two-year notice/phase-out period

- Military readiness can be demonstrated with the four-year JROTC program and a passing ASVAB score (does not take effect until 2026-27*)
- TEA will provide a process for submission of prior-year CCMR data for accountability purposes
- Indicator weighing will be established and weighted based on correlation with postsecondary success

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HB 2 Clarification

TAA correspondence “House Bill 2 (HB 2) Implementation: Foundation School Program (FSP) Funding Formula Changes and Preliminary School Year 2025–2026 Summary of Finances (SOF) Reports” on July 10, 2025 **incorrectly stated** that under new law, school systems will be able to receive a reimbursement one time if they pay for students to take either the SAT or the ACT, and separately, they will be reimbursed one time for the cost for students to take the TSIA.

Effective with the 2025–2026 school year, HB 2 and HB 120 expand reimbursement eligibility to allow school systems to receive **one** reimbursement per student for a single college preparation **or** career readiness assessment.

This means districts may claim reimbursement for the cost of either the SAT, ACT, TSIA, or a career readiness assessment once it has been adopted and approved by TEA. The career readiness assessment will be identified in spring 2026.

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AP/IB Fee Subsidy

- The state subsidy for spring 2026 administration for AP/IB exams is $27 (for subsidy-eligible students)
- Check for a student's eligibility using the Criteria webpage
- IB exam fee subsidies will be managed by each school and/or district. Each school or district may submit an IB exam fee reimbursement (subsidy) application after all 2025 IB exams have been administered.



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BREAK



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Teacher and Student Opportunities

Connecting Education and Industry

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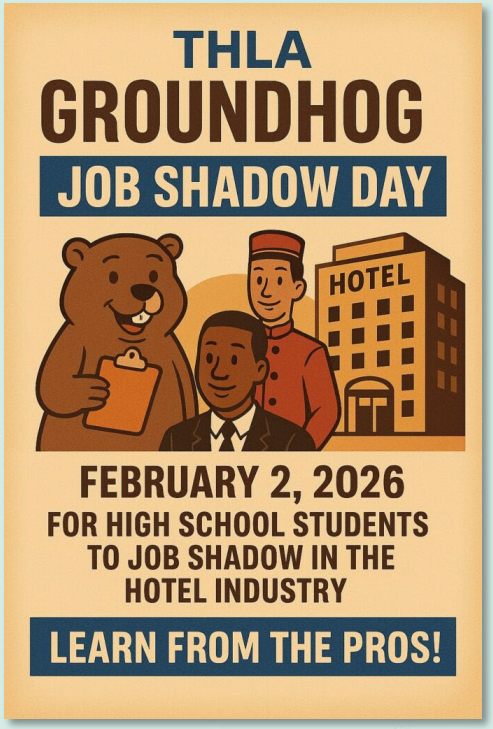
Architecture Student Design Competition

- AIA Fort Worth, a Chapter of The American Institute of Architects (AIA), is calling for entries for their K-12 Student Design Showcase
- Submissions will be displayed at a variety of public venues and community events throughout the year — including ArtsGoggle, Tarrant County College's Spring Gallery Night, and the Texas Society of Architects (TxA) Conference — offering students a unique opportunity to share their work with a broader audience and connect with the professional community.
- Eligible students are North Texas students who have recently completed grades 9-12
- Deadline is January 23 @11:59 PM
- Details can be found here

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Groundhog Job Shadow Day

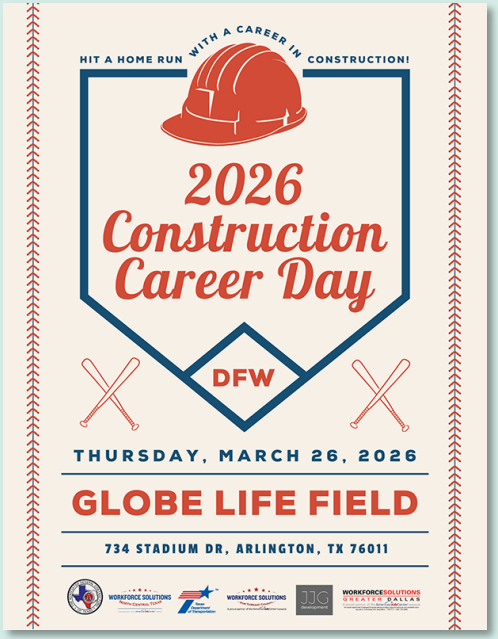
- Organized by THLA and the Future Hotel & Tourism Professionals (FHTP)
- Meet industry professionals and rotate through various departments at participating hotels
- Open to seniors; FHTP membership is not required
- Monday, February 2, 2026 from 10 AM-2 PM
- Various hotel properties (~3 students per property)
- Students should review the Student Guide & teachers estimate the interested student count
- Questions? Reach out to Debbie Wieland with THLA
- Permission Form
- Student Guide
- Student Survey



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2026 Construction Career Day

- Organized by TxDOT, all three DFW Workforce Solutions, Association of General Contractors of Texas, and JJG Development
- Meet industry professionals, watch hands-on demonstrations
- Free
- Thursday, March 26, 2026 from 9 AM-2 PM
- Globe Life Field in Arlington
- Schools register for a 2-hour block, which fall every 30 minutes by March 12 (first-come basis)
- Students should bring resumes if pursuing a job
- Questions? Reach out to Kim Hunziker with TXDOT



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Hot Mix Asphalt Training & Certification

- The HMAC Scholarship Program is a launchpad for graduates interested in the booming Texas asphalt pavement industry. Upon successful program completion and certification, they connect students directly with top employers in their area.
- Traditionally takes place over two weeks in Buda, TX in June
- Arlington building should be ready for 2026
- **10-Day Level 1A, Level 1B, and SB102 Training & Certification Course:** June 8-19, 2026
- **VALUE:** $6,650 (includes hotel, food reimbursement, cost of training and certification courses, and HMAC merch)
- ***Poll:*** *Would directors, counselors, teachers be interested in touring the Arlington plant in April, should it be ready for Summer 2026?*

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Summer Experiences

Dr. Jonathan Bredow

University of Texas at Arlington

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Discussion/Brainstorming

- Previous types/locations of engagement with school districts
- Optimal types of further engagement
  - How CTE classes are formed/courses offered varies across school districts
- Summer engagement opportunities
  - What knowledge/skills need strengthening/deepening?
  - What type of support can school districts offer in the closing weeks of school year? Over summer?
  - What types of summer at-home resources do students have? Computer? Internet? Time?
  - Do students have the ability to come to UTA or is a virtual opportunity most conducive?

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Teacher Incentive Allotment

Jennifer Heddins, Nancy Donahoo, Clayton Pope

ESC Region 11

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Connection & Conversation

Purposeful Collaboration

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Conversation & Connection

Let's take time to connect.

Groupings:

- 1A-3A group together
- 4A group together
- 5A-6A group together

- **Poll:** *ATC Top of the Festo EV charging training system 2-3 Hour Workshop + Lunch?*

What are current questions and/or concerns where we, as a collective group, may be able to provide advice and support?

What are some questions that you have been considering with the legislative changes that you want to talk through?

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Morning Close Out

Time for Processing and Planning

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Thank You!



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ESC Region 11 CTE Website

CCMR/CTE Customer Satisfaction Survey

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Pathful

KATIE BURKE | Senior Customer Success Manager
AVERY BOND | Senior Regional Sales Manager

Pathful



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Pathful
The Career Readiness & Development Company
Where every path has a purpose.
Where every learner finds their why.



The Education-to-Workforce Disconnect

We Don't Lack Workers. We Lack Career-Ready Graduates.

Over 7.1 million people

are currently unemployed in the U.S.*

yet

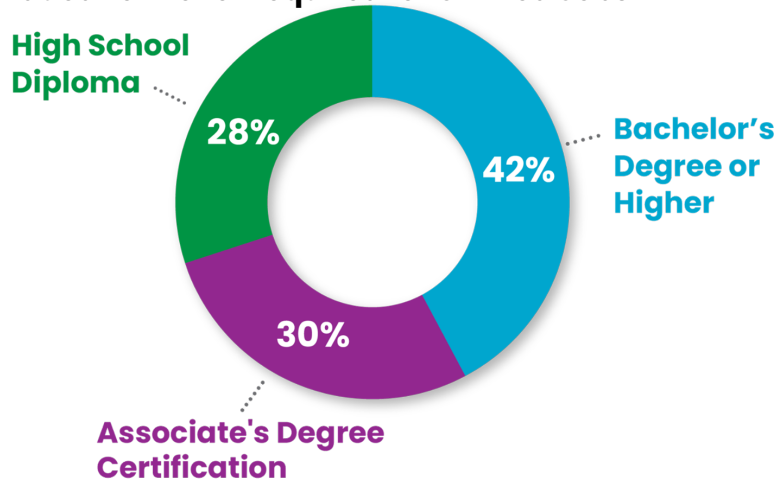
7.2 million jobs

remained unfilled *as of August 2025* **

*U.S. Bureau of Labor Statistics - Employment Situation SummaryPR Newswire
**U.S. Bureau of Labor Statistics - Job Openings and Labor Turnover Survey (JOLTS)

High-demand jobs exist across all education levels—but students at every level lack career-ready preparation.

Education Level Required for Unfilled Jobs



Traditional CCR provides info, but misses experience.

Traditional career readiness delivers information about careers without providing the authentic workplace experiences, immersive exploration, and progressive skill development that prepare students for employment.

Traditional College & Career Readiness

- ☑ College Application Management
- ☑ Administrative Workflows and Compliance
- ☑ Basic Career Information
- ☑ Course Planning

What's Missing

- → Progressive Career Development Infrastructure
- → Authentic Professional Integration
- → Experiential Career Discovery
- → Integrated Career Experiences
- → Preparation for Evolving Career Development


Beyond Planning
Career Readiness
& Development

Defining Career Readiness & Development

Career Readiness & Development **guides learners to discover, explore, prepare for, and connect with their future careers** through progressive experiences, authentic workplace exposure, and industry-informed skill development.

Career Readiness & Development delivers through four principles:

Creates experiences that bring careers to life—through immersive content, real professional connections, and authentic workplace exposure.

Builds career identity progressively—through continuous discovery from middle school through graduation and beyond.

Embeds career development across all subjects—making every educator a career facilitator and every lesson an opportunity for career connection.

Measures growth—through demonstrated competencies, professional relationships formed, and career readiness milestones achieved.

Career Development Closes the Four Critical Gaps

The Result

Early & Ongoing Career-Connected Learning

Career-connected learning framework embedded across all subjects and grade levels—**ensuring career identity builds gradually through exploration**, not rushed senior-year decisions.

Authentic Career Experiences

All learners **access authentic career-connected learning** — from classroom career integration to workplace experiences— **regardless of geography or family networks**

Connections with Working Professionals

Professional integration as a core component, with **every student building industry relationships** and social capital during school years.

Employability Skills Training

Active competency development with **industry-informed lessons and courses** ensuring students demonstrate **verified employability skills.**

The Pathful Platform

Building Tomorrow's Workforce, Today



Connecting Students to Real Careers Requires Real Industry Input

Without industry actively informing education, **students prepare in the dark for careers they've never truly experienced**. Industry-informed career development connects students to the authentic insights, experiences, and workplace realities that close the preparedness gap



- Delivers curriculum and instruction
- Tracks student progress
- Manages compliance and requirements

- Real workplace insights and realities
- Current, evolving skill requirements
- Authentic career experiences

The Pathful Platfor

If Career Readiness & Development is the practice, Pathful is how it comes to life—**the integrated platform that makes authentic career development possible at scale.**



Assessments

Interest Passions and curiosities that point to engaging careers

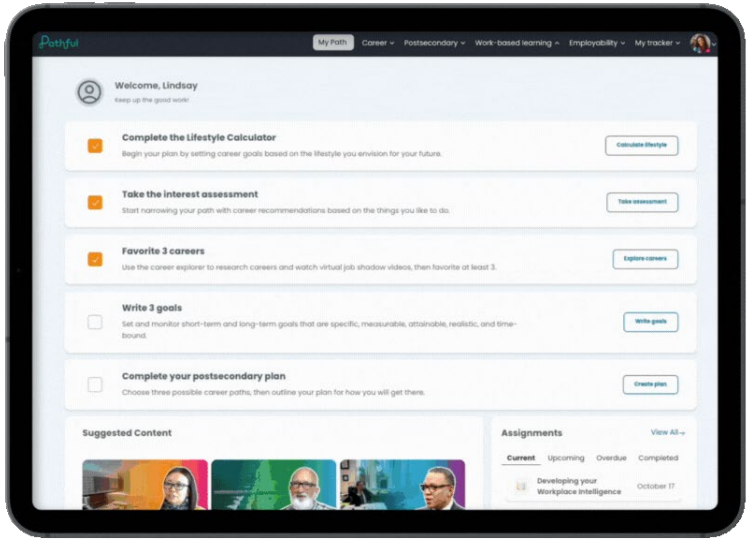
Personality Work style preferences that match compatible environments

Skills Natural strengths that align with career requirements

Work Values Core priorities that filter meaningful career paths

Lifestyle Income needs and quality of life goals that shape choices

Learners start their Career Readiness journey with our suite of **five unique assessments** that reveal pathways aligned with their personality, lifestyle, skills, aptitudes, and values.



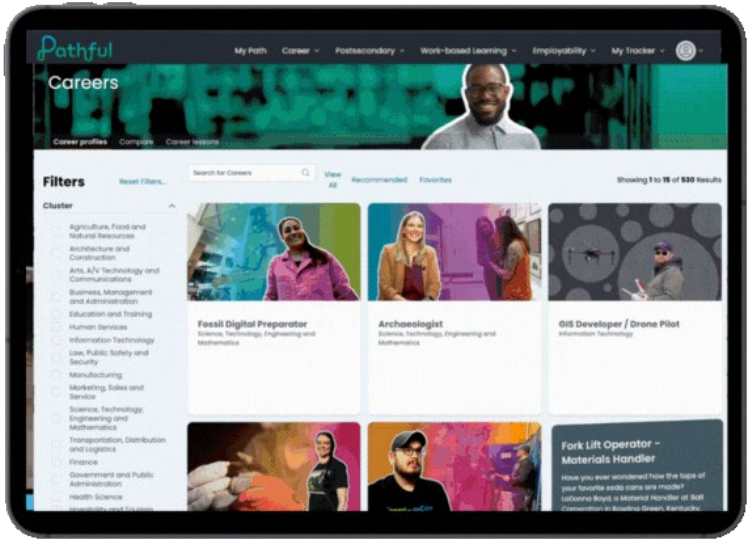
> **Self-awareness is the foundation for discovering high-demand careers that actually fit who they are.**

Career Discovery

Career Profiles Comprehensive data on earnings, outlook, growth, and education requirements

Virtual Job Shadow Videos
Professionally produced videos where real professionals share daily responsibilities, required skills, and realistic career perspectives

Engaging career discovery content at student and adult learner's' fingertips—helping them explore deeper and determine which career paths are a good fit.



> **Discovery requires more than data—it requires seeing yourself in the work. We bring careers to life.**

Live Connections

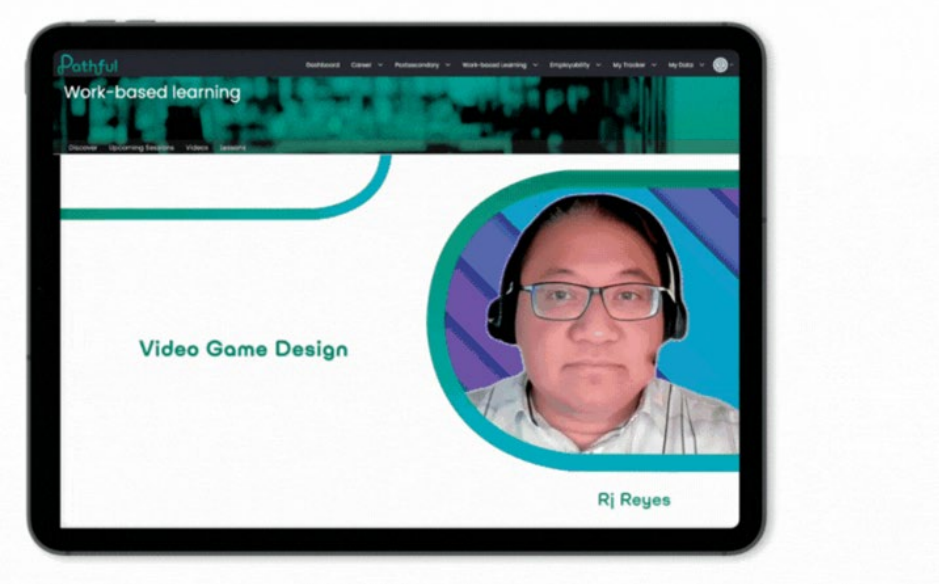
Pathful Presents Curated sessions featuring diverse professionals, available live or on-demand

Industry Presents Company-sponsored sessions showcasing specific industries and career paths

Teacher Requested Custom sessions matched to curriculum needs, scheduled at educator-preferred times

Workplace Tours Virtual tours of real work environments where learners meet employees and ask questions in real-time

Our network of 45,000+ professionals across 5,000+ companies brings careers into classrooms through live, virtual sessions—adding real-world relevance without travel or scheduling



Most students lack professional networks. We build them.

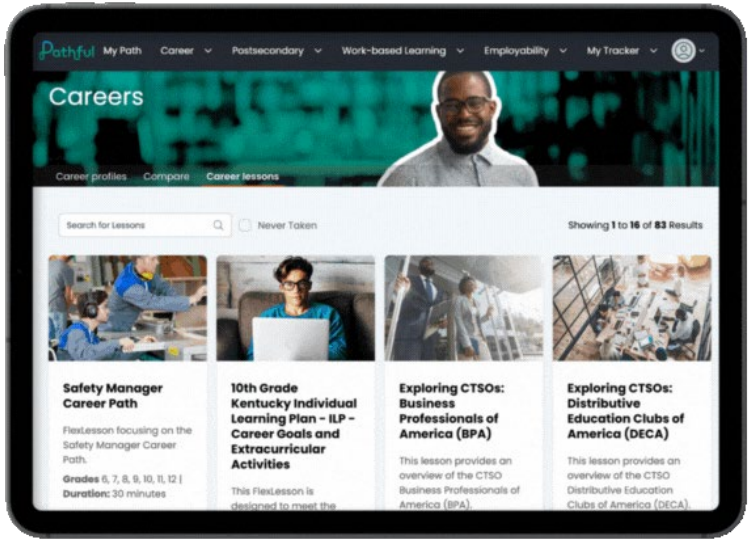
Lessons & Courses

Interactive, customizable learning experiences that develop career knowledge and essential workplace skills—adaptable to any curriculum, assignable by educators, or self-directed by learners.

Career Lessons Versatile modules spanning career development, postsecondary planning, and employability skills

Microcredentialed Courses
Focused, topic-specific courses that culminate in standards-aligned certificates of completion

Employability Skills Lessons
Pre-made lessons developing communication, teamwork, and professional behaviors employers value



Exploration without validation leaves learners unprepared. We deliver the full package.

Skills Development

Develop the foundational workplace skills employers value most—from communication and teamwork to financial literacy and professional behavior.

Employability Skills Videos

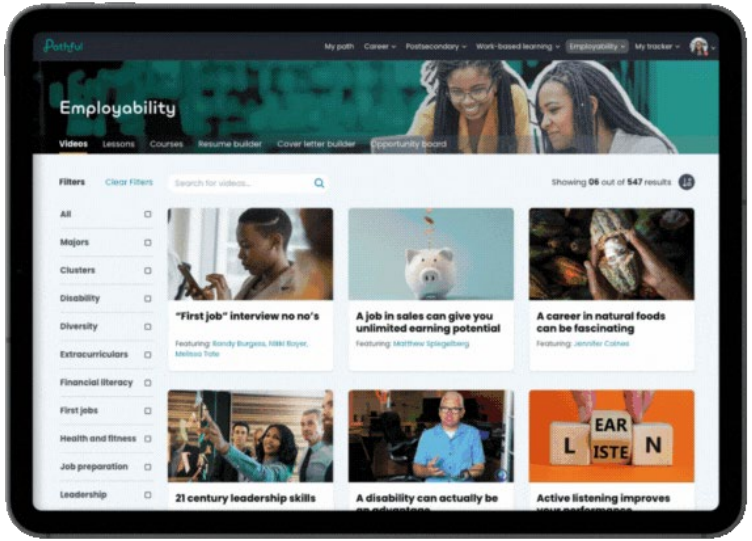
Professionally produced video shorts where industry professionals share insights on communication, teamwork, financial literacy, and workplace readiness

Employability Skills Lessons

Structured guidance on critical workplace behaviors necessary for interviews, employment, and career success

Industry-Led Projects

Workplace simulations where students tackle real workplace challenges, develop professional solutions, and can receive feedback from practicing professionals.



Preparation requires practice. We make skill development accessible.

Reporting

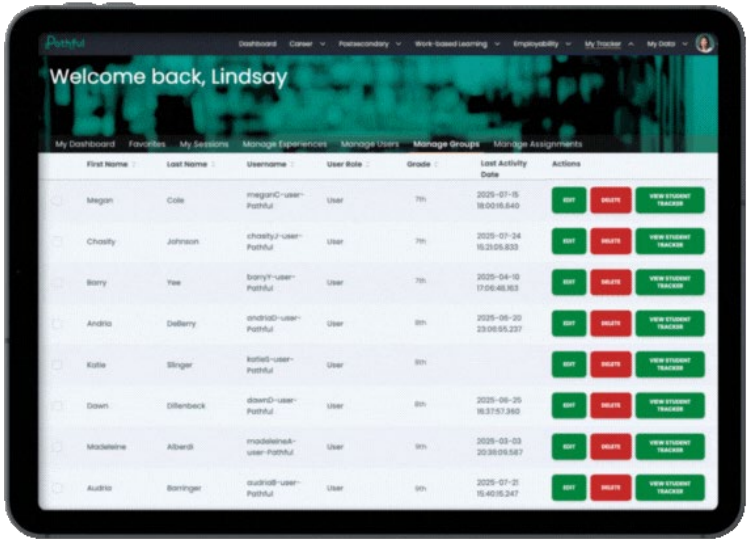
Experience Tracker Centralized logging and approval for all WBL, community service, and career experiences—inside or outside Pathful

Engagement & Usage Track platform usage, lesson completion, and learner progress

Career Development Insights Monitor exploration patterns, assessment results, and career interests

Student Documentation Access and download plans, resumes, cover letters, and experience records

Comprehensive analytics and seamless experience tracking—measuring engagement, documenting growth, and eliminating spreadsheets so you can focus on what matters.



Compliance tracking is mandatory. Analytics drive improvement. We deliver the solution.



Pathful in Action

Arlington ISD

Sara Mahoney + Katie Burke

Areas of Implementation

- Pathways Course
  - *Assessments/Career Exploration*
  - Post Secondary Planning
- Practicum (*in house* and out)
- Career Library/ Lessons
  - *Long Term Sub lesson design*
- Live Industry Interactions (*District/*Teacher requested)
- Other Departments
  - AVID
  - Post Secondary Facilitators



Pathful



Pathful

Thank You!

Avery Bond
abond@pathful.com
504-294-3644

College Prep Collaborative

Nancy McKenzie

Hill College

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Overview of the ESC Region 11 College Collaborative

- Background and goals of the collaborative
- Vision for the 2026–2027 school year
- Planning for 2026-2027 school year
  - If interested, reach out to Nancy McKenzie to get started with a school MOU

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2026-2027 Partnership with Hill College

- Introduction to Hill College as the College Prep English vendor
- Overview of instructional supports and available resources
  - Course structure and logistics
  - College Prep ELAR Syllabus
  - College Prep MATH Syllabus
  - DRAFT 26-27 College Prep MOU
- Expectations for participating districts and IHEs

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Common Questions and Answers

- Format is teacher-driven coursework with the LEA providing the teacher
- ELAR requires two essays and Math requires midterm and final exam; teachers may add coursework.
- The course may be standalone or embedded within another course.
- Math course has a open-source textbook. ELAR has a variety of online resources.
- Required district information is: # of 12th grade enrolled students, list of all pre-course TSI scores, aligned post-course TSI scores (no PII), and pass/fail rate for the course
- Course materials are provided electronically. Assignments, exams, rubrics, etc. will be sent via email.
- Passing grade is 70.

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Open Discussion and Q&A

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