



CTE Committee Meeting

Meeting Minutes

November 13, 2024

2:00 P.M. – 4:00 P.M.

Harford County Public Schools

North Harford High School, 211 Pylesville Rd, Pylesville, MD 21132

MEMBERS PRESENT

Myra Norton, Chair (IP)

Matt Holloway (IP)

Secretary Portia Wu (V)

Charnetia Young (IP)

Secretary Rai (V)

Rob Limpert (IP)

Michael Thomas (V)

MEMBERS ABSENT

Dr. Donald Boyd

Secretary Anderson

Dr. Carey Wright

Brian Cavey

GWDB STAFF

Rachael Stephens Parker (V)

Molly Mesnard (IP)

John Strickland (IP)

** IP (in-person) or V (virtual)*

The CTE Committee Public Meeting convened at North Harford High School on November 13, 2024. Chair Myra Norton called the meeting to order at 2:00 p.m.

WELCOME & OPENING REMARKS

Chair Myra Norton opened the meeting by expressing gratitude to Harford County Public Schools and Principal Pawlicki for hosting at North Harford High School. The Chair highlighted the enriching school tour conducted prior to the meeting, showcasing the innovative programs at North Harford High School.

Chair Norton acknowledged last-minute conflicts that resulted in just meeting quorum and feedback to be considered on several voting items, the plan would be to vote on certain agenda items in a future special meeting in December 2024.

Molly Mesnard, Senior Advisor of the CTE Committee, conducted a roll call of CTE Committee members participating in-person and virtually. A quorum of members was present.

APPROVAL OF MINUTES

Chair Norton called for a motion to approve the meeting agenda. The motion was seconded and unanimously approved. Similarly, the minutes from the August 28, 2024, meeting were presented for approval, seconded, and approved.

ANNUAL STATEWIDE TARGETS

The CTE Committee reviewed its statutory responsibility to set annual targets to achieve the 45% goal by the 2030–2031 school year, as written in the *Blueprint for Maryland's Future* ("the *Blueprint*"). Chair Norton presented a draft of the proposed targets, which were developed in collaboration with a data workgroup. These targets focus on increasing the number of high school students completing the high school level of a Registered Apprenticeship or earning another industry-recognized credentials (IRCs) by mapping backwards from reaching 45% by 2030-31, as required in the law.

The discussion included feedback from the Accountability and Implementation Board (AIB) staff. Challenges related to data and regional workforce alignment were discussed, and the need to develop strategies and employer engagement to reach the goal. The CTE Committee discussed the need to set realistic yet ambitious goals while staying adaptable to shifts in workforce needs. The CTE Committee agreed that at this time, given that the targets are backwards mapping from 45% in 2030-2031, that it would be a guess to break down the targets by those completing the high school level of a Registered Apprenticeship or IRC, and as such the targets would not define this split at this time. However, the report should include an estimate of when there will be enough data to more realistically provide targets broken down by these two components. Members emphasized the importance of engaging LEAs, the AIB, and other partners to address localized barriers, opportunities, and setting local goals. These targets will be included in the CTE Committee's statutorily required annual report, due December 1, 2024.

CTE FRAMEWORK

The CTE Committee revisited the draft CTE Framework required under the *Blueprint*. The CTE Framework prioritizes aligning CTE programs with industry needs,

emphasizing Registered Apprenticeships, access, and providing comprehensive career coaching. Stakeholder engagement, including input from LEAs, community colleges, industry leaders, and subject matter experts, informed the CTE Framework's development. The vision statement, visual graphic, and each priority were reviewed.

Chair Norton noted feedback on the graphic that it appeared high school level of a Registered Apprenticeship (RA) and IRCs were equal, but the statute emphasizes RA as the priority, so the graphic can be modified to align with this vision. Chair Norton asked Richard Kincaid, Senior Executive Director, Office of College and Career Pathways, Maryland State Department of Education (MSDE), to speak to the priority regarding access to CTE instruction. AIB staff feedback was also discussed and there is agreement that this CTE Framework is high level and the strategies for achieving the priorities in the Framework will be more fully developed over 2025. Staff will edit the CTE Framework based on today's discussion and share with members prior to the next meeting to vote to approve.

Chair Norton noted that due to needing to set a special meeting to vote on some of the items to be included in the annual report, such as the CTE Framework, the annual report will likely be submitted a little after the December 1, 2024, deadline.

EXECUTIVE DIRECTOR REPORT

GWDB Executive Director Rachael Stephens Parker provided an overview of the CTE Committee's progress and upcoming priorities. Mrs. Parker highlighted the recent approval of the Apprenticeship Policy and the CTE Expert Review Teams' (ERT) deployment plan by the AIB. Both were approved by the AIB without request for changes, however there were some items of feedback for future consideration. Mrs. Parker spoke of these items of feedback for the Apprenticeship Policy, and there was discussion around the CTE Committee convening with partners to develop a strategy for scaling RA, including employer demand, and setting timelines and deliverables.

Mrs. Parker and Mrs. Mesnard then reviewed the feedback received about the CTE ERTs, among those items being the data collection and analysis with the help of MSDE, as well as staffing capacity and scheduling. It was reiterated that the CTE ERTs will collect baseline data across all 24 school districts over the next two years, and staff are working with MSDE to streamline data reporting processes. The CTE ERTs will assess the quality and alignment of CTE programs to ensure they meet workforce demands. Mrs. Parker emphasized that these reviews are foundational to shaping future strategy and policymaking. Mrs. Parker also inquired for feedback from CTE Committee members regarding elected officials joining CTE ERT visits, but concern was expressed about whether this would impact the authenticity of the visits and instead the CTE Committee could engage elected officials through other forums.

Mrs. Parker then noted that now that both the IRC and Apprenticeship Policy have been approved by the AIB, staff will be officially issuing the two policies as companion pieces along with a two-pager that visually summarizes the two policies of what counts in the *Blueprint's* 45% goal. Mrs. Parker then reviewed a few additional updates:

- Maryland Business Summit on Engaging the Future Workforce event will be taking place Monday, December 9, 2024. This is co-hosted by the GWDB with in-kind support from the Annie E. Casey Foundation. Members and listeners were encouraged to register to attend.
- A reminder that the week of November 18, 2024, is National Apprenticeship Week.
- Overview of the work on defining terms and metrics around career coaching.
- An update on staffing and hiring of new positions.

LEA SPOTLIGHT

Joseph Connolly from Harford County Public Schools concluded the meeting with a presentation highlighting the innovative CTE initiatives at North Harford High School. He showcased the school's Agricultural Science Magnet Program, which integrates plant and animal sciences, agribusiness, and environmental sustainability to prepare students for careers and further education. Mr. Connolly emphasized the importance of industry partnerships in providing students with hands-on learning opportunities, such as internships and apprenticeships, that align with workforce needs and local economic priorities.

Mr. Connolly also shared the program's future goals, including expanding career pathways, increasing student participation in apprenticeships, and enhancing partnerships with community and industry stakeholders. He highlighted the school's state-of-the-art facilities, such as greenhouses and animal labs, which serve as hubs for experiential learning.

ADJOURNMENT

Chair Norton requested a motion to adjourn the meeting. The motion was made and seconded, and the meeting was adjourned.

Meeting materials can be found [here](#). The recording of the meeting can be found [here](#).

Approved by the CTE Committee on January 30, 2025.