



CTE Committee Meeting

Meeting Minutes

April 10, 2025

2:15 p.m.

Calvert County Career and Technology Academy

MEMBERS PRESENT

Myra Norton, Chair (IP)

Matt Holloway (V)

Charnetia Young (V)

Dr. Donald Boyd (IP)

Dr. Carey Wright (V)

Secretary Wu (V)

Michael Thomas (V)

MEMBERS ABSENT

Brian Cavey

Secretary Rai

GWDB STAFF

Molly Mesnard (IP)

John Strickland (IP)

Edrees Nawabi (IP)

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

The CTE Committee Public Meeting convened at the Calvert County Career and Technology Academy. Chair Myra Norton called the meeting to order at 2:15 p.m.

WELCOME & ROLL CALL

Chair Myra Norton opened the April 10, 2025 meeting of the CTE Committee by welcoming members and attendees, thanking the host Calvert County Public Schools, and by acknowledging the addition of a new staff member Edrees Nawabi and thanking member Rob Limpert for his service. A quorum was confirmed.

LEGISLATIVE UPDATES

HB0504/SB0429 - Excellence in Maryland Public Schools Act

Executive Director Rachael Stephens Parker provided an overview of

HB0504/SB0429, which included changes to the Blueprint's career coaching

program, noting how much of the work already underway by the CTE Committee and partners is well-aligned with the legislation's objectives. Discussion focused on strategies for assessing long-term program outcomes and leveraging partnerships with the Accountability and Implementation Board (AIB) and Maryland State Department of Education (MSDE).

Chair Norton emphasized the importance of developing a shared understanding of long-term goals, observing that clarity on the "why" to ensure meaningful metrics. She noted that collaboration with state and local officials, along with Jobs for the Future (JFF), positions Maryland to drive impactful, data-informed change.

SB0431/HB0501 – RAISE Act

The CTE Committee discussed the recently passed RAISE Act, which establishes a robust foundation for expanding Registered Apprenticeship opportunities across Maryland. The Governor's prioritization of this legislation was highlighted as a strong statement of commitment, especially given its passage during a challenging legislative year.

The RAISE Act is designed to streamline apprenticeship processes, develop new teams within the Maryland Department of Labor to expand opportunities—particularly for young adults—and provide financial incentives to employers. It also sets the stage to bring in national experts to support growth in sectors currently lacking apprenticeship programs.

Executive Director Stephens Parker underscored the enthusiasm among stakeholders, noting that much of the day's presentations and discussions tied directly to advancing apprenticeship models in the state.

PERKINS V

Executive Director Stephens Parker provided a summary of the Carl D. Perkins Act. The CTE Committee discussed the opportunity to leverage up to \$500,000 from reserve funds to support programs that align with statewide priorities, particularly initiatives to grow apprenticeships. More information would be shared in the upcoming month to solicit feedback on the design of the competitive grant.

STAFFING UPDATE

Executive Director Stephens Parker shared that the team continues to expand capacity to support CTE initiatives. Two new CTE staff positions are in the final stages of hiring, and a posting for a Senior Policy Analyst will be released shortly. Members were encouraged to share the opportunity broadly to attract strong candidates.

INDUSTRY-RECOGNIZED CREDENTIAL (IRC) REVIEW

The CTE Committee revisited the IRC review process, noting that as of the January meeting, 229 IRCs remained approved, with nine of 14 pending submissions now successfully meeting the established criteria.

Plans were discussed to refine business rules to ensure consistent definitions and expectations statewide. The next IRC application window will open from August to October 2025.

REVIEW OF CTE COURSE STANDARDS

Chair Norton emphasized the importance of industry collaboration in the ongoing review that MSDE is undergoing to update CTE course standards. Chair Norton noted efforts to recruit more industry experts, particularly talent acquisition and hiring managers, to validate expectations for entry-level positions. This engagement is expected to require a minimal time commitment.

Assistant Superintendent Richard Kincaid urged members to leverage their networks, highlighting that industry input is critical to ensuring Maryland's CTE programs align with evolving workforce needs.

CAREER COACHING AND PARTNERSHIP WITH JOBS FOR THE FUTURE

The CTE Committee received an extensive presentation on Maryland's partnership with Jobs for the Future (JFF), aimed at building a comprehensive approach to career coaching.

Jeana Davis, new Director of JFF's Maryland initiative and a Calvert County native, introduced the JFF team and shared their mission to transform education and workforce systems to drive broad economic success. She reviewed JFF's North Star goal: by 2033, enable 75 million Americans facing barriers to economic advancement to secure quality jobs.

Key components of the Maryland-JFF partnership include:

- Developing sector partnerships aligned to state and local priorities
- Expanding apprenticeship opportunities by at least 500 positions in nationally growing sectors
- Supporting career counseling through technical assistance, professional development, and tools that foster local implementation

Jerre Maynor of JFF outlined their experience supporting career pathways work in Tennessee and elsewhere, emphasizing principles such as collective goal clarity, collaboration over control, and humility in partnership.

Committee discussion centered on:

- Establishing shared metrics and definitions to track career coaching outcomes
- Ensuring flexibility to adapt to diverse local contexts while maintaining statewide equity
- Strategies to prepare students for family-sustaining wages and long-term success

Member Michael Thomas raised questions on the engagement timeline and practical support for coaches. JFF responded that the project is in early stages, with an emphasis on co-designing processes and products with LEAs over the coming three years.

CTE Committee members also shared reflections on what success in career coaching should look like, citing examples such as students graduating with actionable plans that align with their interests and skillsets.

CALVERT COUNTY HIGHLIGHTS

Calvert County Public Schools CTE Director Carrie Akins presented an overview of the district, CTE offerings, and successes, including:

- 99% graduation rate among CTE students
- 88% of CTE students earned at least one IRC, representing 18% of the total graduating class
- 98% credential pass rate, with strong performance in CNA, CCNA, Fire EMT, and Business Management
- Over 75% of CTE completers earned college credit, with 84% also completing dual enrollment programs

Ms. Akins discussed challenges including capacity constraints, balancing AP, dual enrollment, and CTE participation, and engaging employers to expand apprenticeship placements—especially in healthcare.

Notably, Calvert's district-wide approach to career coaching ensures 100% of students in grades 6-12 receive personalized, individualized advising each year, emphasizing exploration over prescriptive tracking. Project-based learning initiatives continue to

show promising results, helping students build employable skills through hands-on experiences.

ADJOURNMENT

Chair Norton outlined next steps for the Committee, which included:

- Launching the partnership work with JFF
- Releasing the Perkins Reserve Grant CFP
- Preparing for the June Strategy and Impact Retreat
- Providing input to guide the 2025–2026 CTE Expert Review Team deployment

A motion to adjourn was made by Michael Thomas and seconded. The meeting was adjourned.

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