



ARIZONA DEPARTMENT OF  
**EDUCATION**

# Administrators Meeting

Career and Technical Education



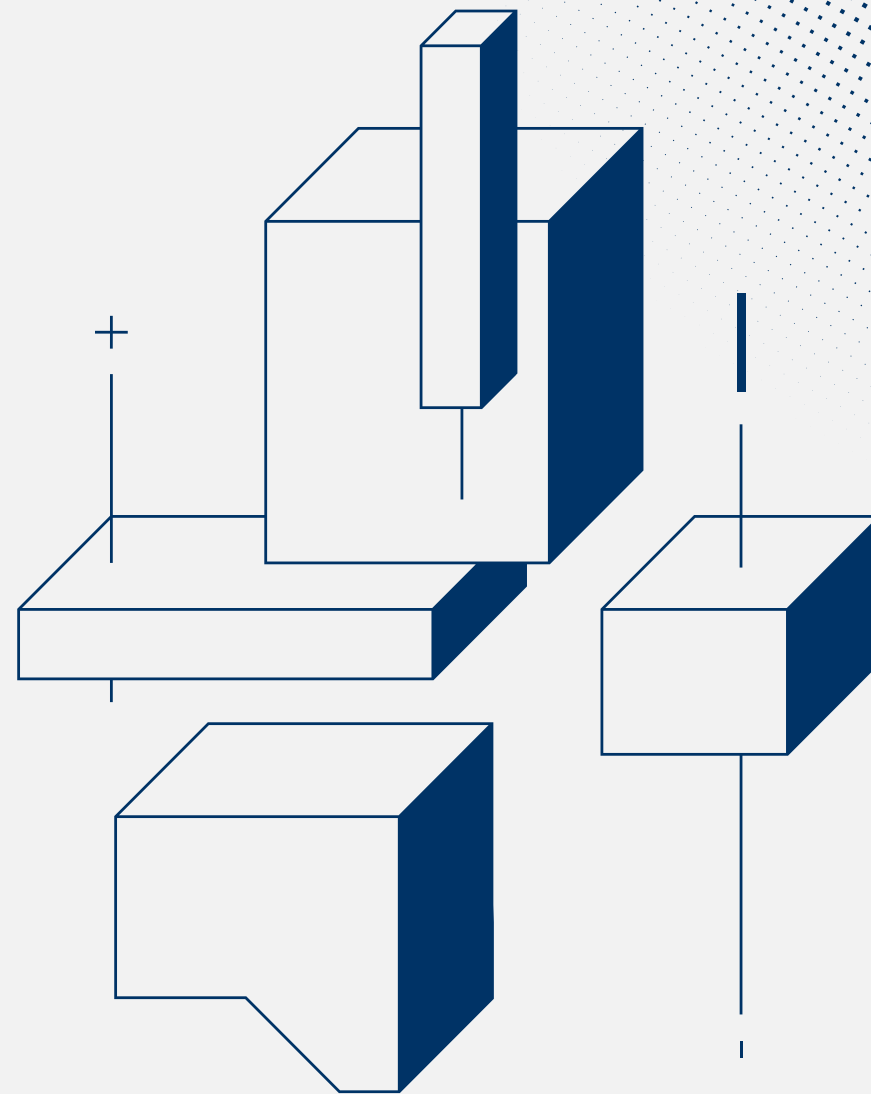
November 6, 2025  
ACOVA Fall Conference



# Kevin Imes

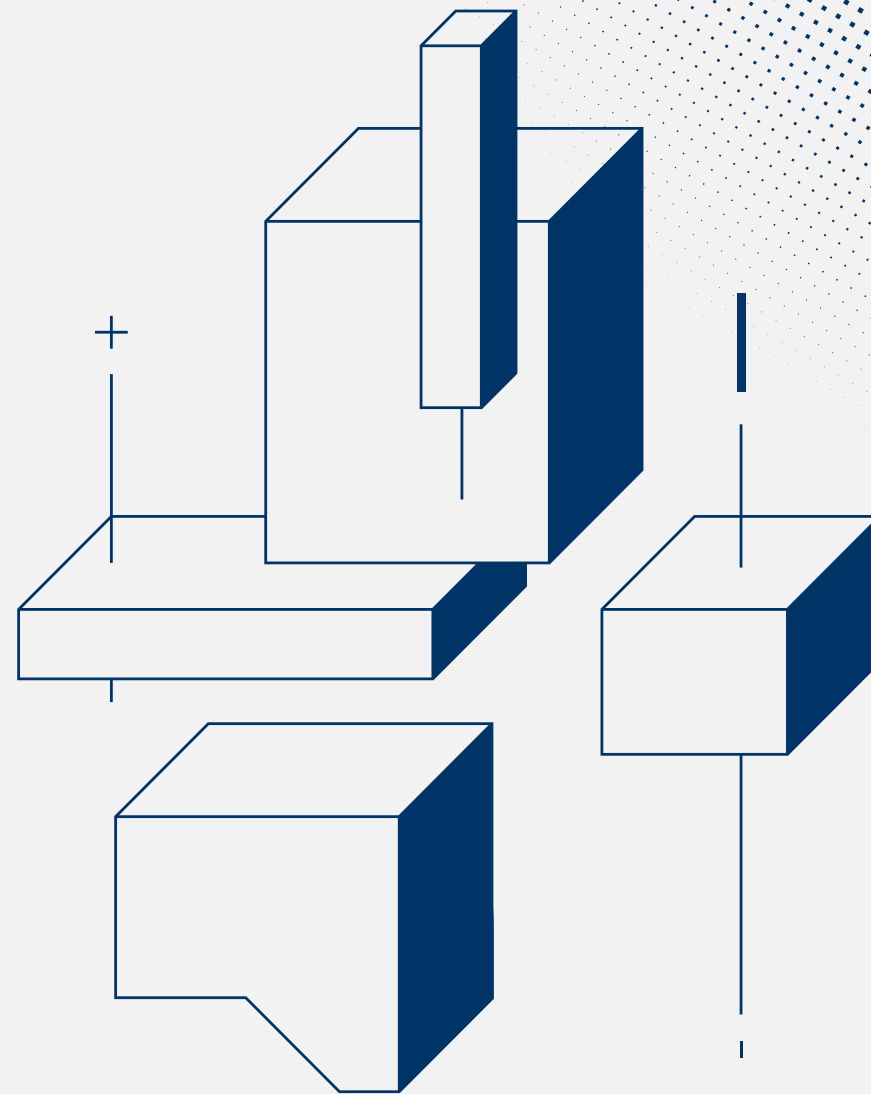
Deputy Associate Superintendent CTE

**WELCOME**



# ACOVA

Eric Sorenson





Welcome to the:

# ACCOVA

## FALL CONFERENCE

Career and Technical Education  
**STUDENT SCHOLARSHIPS**

**YOUR DONATION IS  
100% TAX DEDUCTIBLE**

**IT'S FOR  
THE KIDS!**

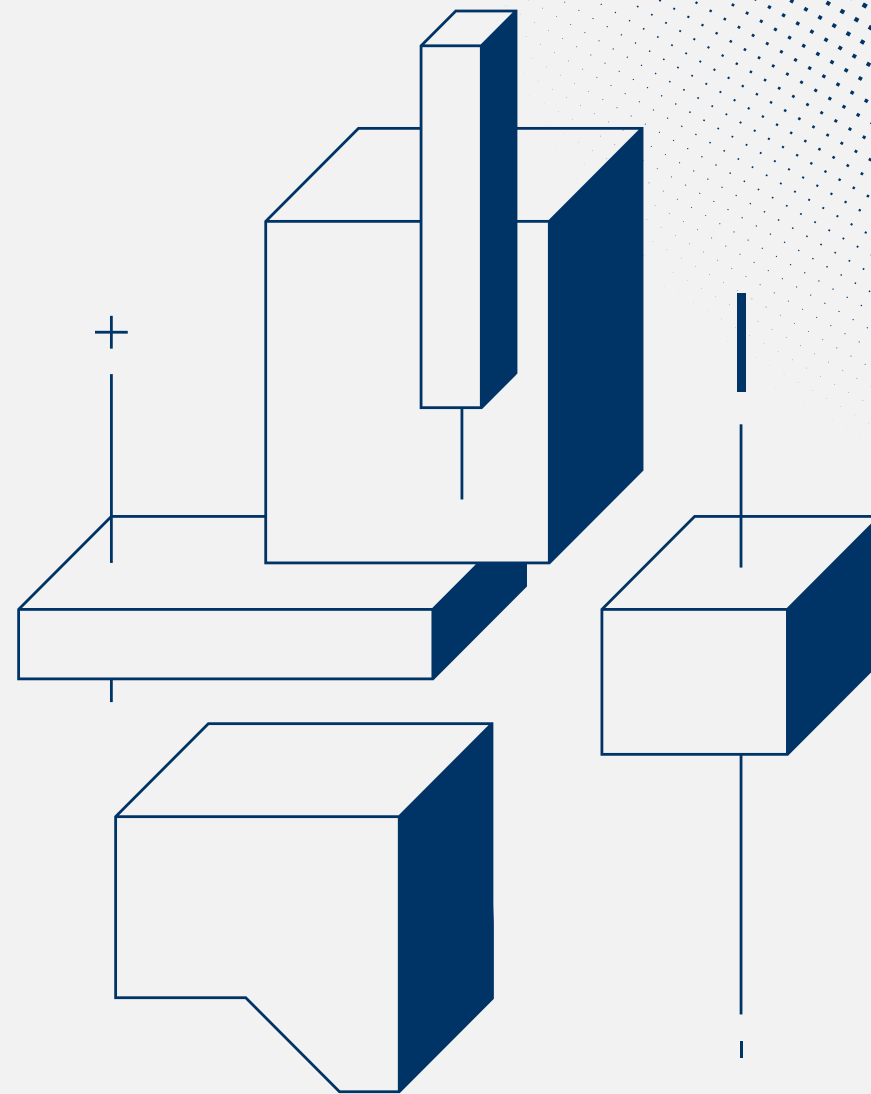


**SCAN ME**

# Kevin Imes

Deputy Associate Superintendent CTE

## UPDATES



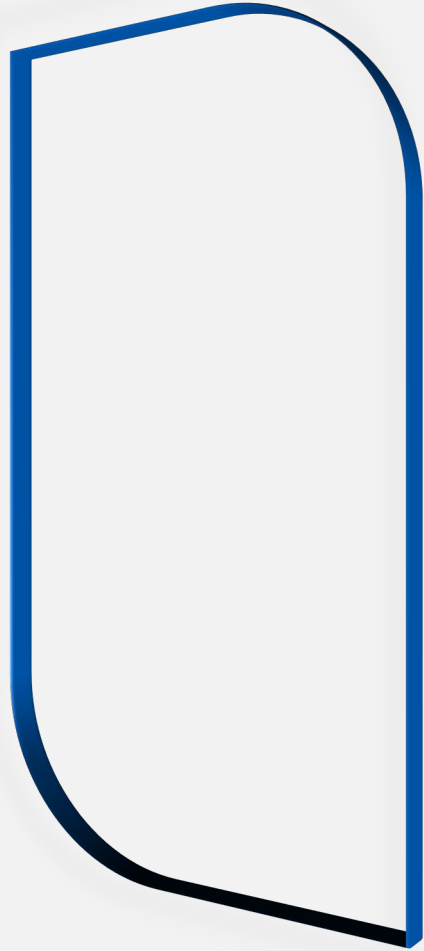
# Staff Update

- **Fernando Cervantes: Program Specialist for Public Service Careers and Transportation**
- **Hugh Wolf: Program Specialist for Construction Science Technologies**
- **Audrey Gallego: Program Project Specialist for FCCLA**
- **Melissa Stinson-Borg: Standards and Assessment Program Specialist**

## Internal Transfers

- **Charles Jarvis – Director of Data and Accountability**
- **Audrea Yancy-Goodwin – SkillsUSA Arizona State Advisor**



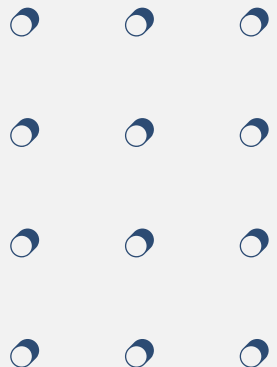


**Staff Update**

**Kathy Bowersock**

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Congratulations on your Retirement!



# Teacher Certification Update

PROPOSAL: Extend the timeline from 3 years to 4 years

NEXT STEPS: Goes to Rule Making

State Board of Education will hear public comments in the next two months.

FINAL DECISION: Spring



# Programs Update

FY 2026 CTE Approved Program List by Rank (SY 2025-2026)

Highlighted CIP codes are new.

Blue Text = New Program/Info

Rank	CIP Code	CTE Program List	Career Skills Required	Non-Trade/Total	CTSO
5	01.0000.00	AgriScience	3	*	FFA
5	47.0608.00	Aircraft Mechanics	3	Female	SkillsUSA
5	47.0603.00	Automotive Collision Repair	2	Female	SkillsUSA
5	47.0604.00	Automotive Technologies	2	Female	SkillsUSA
5	52.0201.00	Business Management			
5	52.0408.00	Business Operations			
5	46.0201.00	Carpentry			
5	12.0500.00	Culinary Arts			
5	51.0600.00	Dental Assisting			
5	47.0613.00	Diesel Engine Repair			
5	09.0702.00	Digital Communication			
5	13.1210.00	Early Childhood Education			
5	13.1200.00	Education Professions			
5	46.0301.00	Electrical and Power Transmission Installati			
5	51.0904.00	Emergency Medical Services			
5	47.0701.00	Energy Systems			
5	50.0407.00	Fashion Design and Operations			
5	47.0201.00	Heating, Ventilation and Air Conditioning			
5	49.0202.00	Heavy Equipment Operations			
5	47.0300.00	Heavy Industrial Maintenance			
5	43.0100.00	Law and Public Safety			
5	52.1801.00	Marketing			
5	51.0801.00	Medical Assisting Services			
5	51.1602.00	Mental and Social Health Technician			
5	51.3902.00	Nursing Services			
5	46.0503.00	Plumbing			
5	48.0510.00	Precision Machining			
5	51.0913.00	Sports Medicine and Rehabilitation			
4	14.4201.00	Automation and Robotics			
4	46.0415.00	Construction Technologies			
4	15.0000.00	Engineering			
4	51.0802.00	Laboratory Assisting			
4	51.0707.00	Medical Records Technologies			
4	51.3501.00	Therapeutic Massage			
4	48.0508.00	Welding Technologies			
3	52.0301.00	Accounting			
3	52.0801.00	Finance			
3	22.0302.00	Legal Assistant			
3	11.1999.00	Network Security			
3	51.0805.00	Pharmacy Support Services			
3	11.0202.00	Software and App Design			
2	15.1303.00	Architectural Drafting			
2	41.0100.00	Bioscience			
2	48.0703.00	Cabinetmaking			
2	12.0400.00	Cosmetology and Related Services			
2	10.0304.00	Digital Animation			
2	50.0605.00	Digital Photography			
2	50.0602.00	Film and TV Production			
2	43.0202.00	Fire Service			
2	50.0408.00	Graphic Design			

Updated: 11/15/2024

FY 2026 CTE Approved Program List by Rank (SY 2025-2026)

Highlighted CIP codes are new.

Blue Text = New Program/Info

Rank	CIP Code	CTE Program List	Career Skills Required	Non-Trade/Total	CTSO
2	51.2602.00	Home Health Aide	2	Male	HOSA
2	28.0101.00	JROTC Airforce/Spaceforce	2	Female	JROTC/SkillsUSA
2	28.0301.00	JROTC Army	2	Female	JROTC/SkillsUSA
2	28.0401.00	JROTC Navy/Marine	2	Female	JROTC/SkillsUSA
2	50.0599.00	Stagecraft	2	*	SkillsUSA
2	15.1202.00	Technology Devices Maintenance	2	Female	FBLA/SkillsUSA
2	01.8301.00	Veterinary Assisting	2	Male	FFA/HOSA
1	52.0900.00	Hospitality Management	2	*	FOCLA/DECA

**The following programs to be discontinued:**

2024 Rank	CIP to be discontinued	CTE Program being discontinued	SY no new program may be added	SY Discontinued (based on # of courses required)
1	15.1305.00	Electronics Drafting	2024-2025	2024-2025
1	10.0200.00	Digital Printing	2025-2026	2026-2027
1	50.0408.00	Interior Design	2025-2026	2026-2027
1	15.1305.00	Mechanical Drafting	2025-2026	2026-2027
1	15.0307.00	Music and Audio Production	2025-2026	2026-2027
1	35.0202.00	Air Transportation	2025-2026	2027-2028
1	14.1001.00	Electronic Technologies (merging with Technology Device Maintenance)	2025-2026	2027-2028

LEAs offering the discontinued programs may submit a Local Occupational Program (LOP) application to continue to offer the discontinued program. Each district, with local governing board approval and data supporting justification to offer the program, would submit a LOP application between October 1, 2025, and November 30, 2025. If a CTED is submitting for their member districts, the CTED and any local governing boards must approve the LOP prior to submitting an LOP application in fall 2025.

Updated: 11/15/2024

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# Program Discontinuation Criteria

The program must be below 1% in all three categories to be discontinued.

- A. Below 1% of all Students are enrolled in Arizona
- B. Below 1% of all Districts in AZ offer the program
- C. Below 1% of all Schools in AZ offer the program

## This Years 1% calculations

- 1,612 Students enrolled statewide
- 14 Districts in AZ
- 32 Schools in AZ

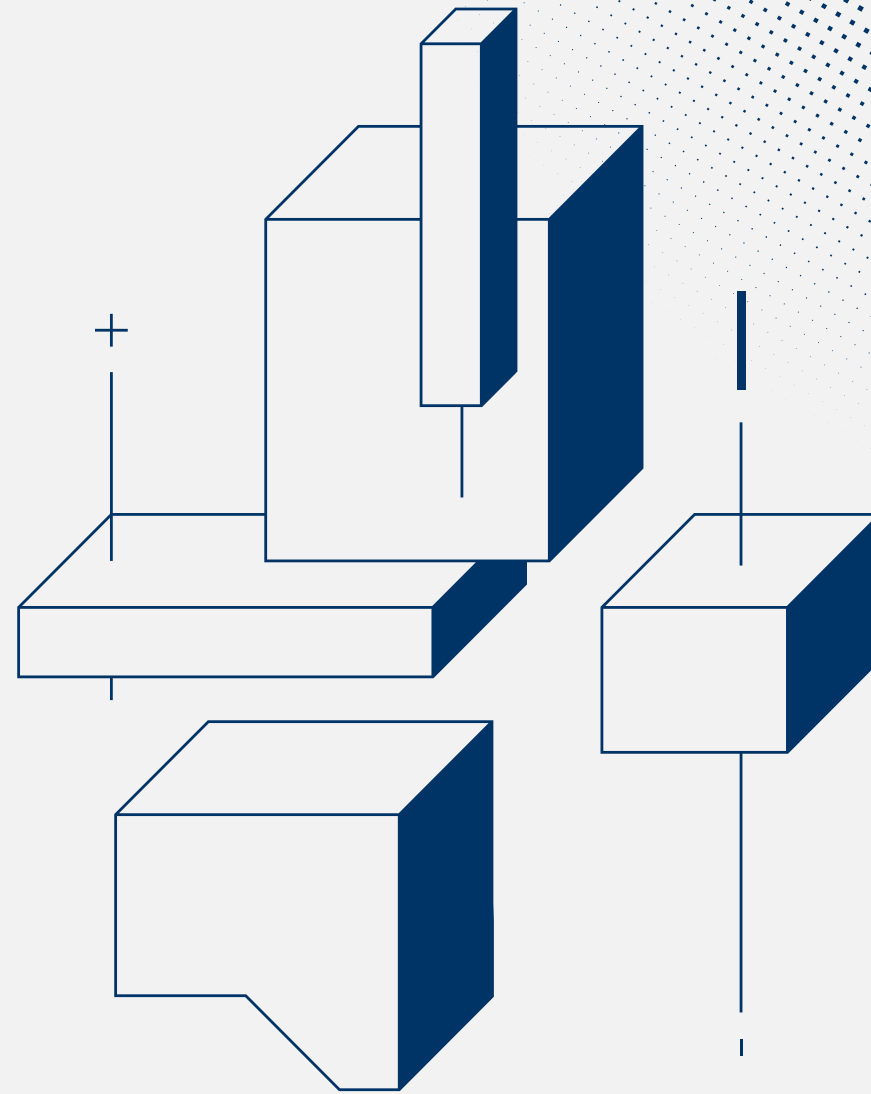


# Judy Balough

Standards, Assessments, and Career Development  
Team Lead

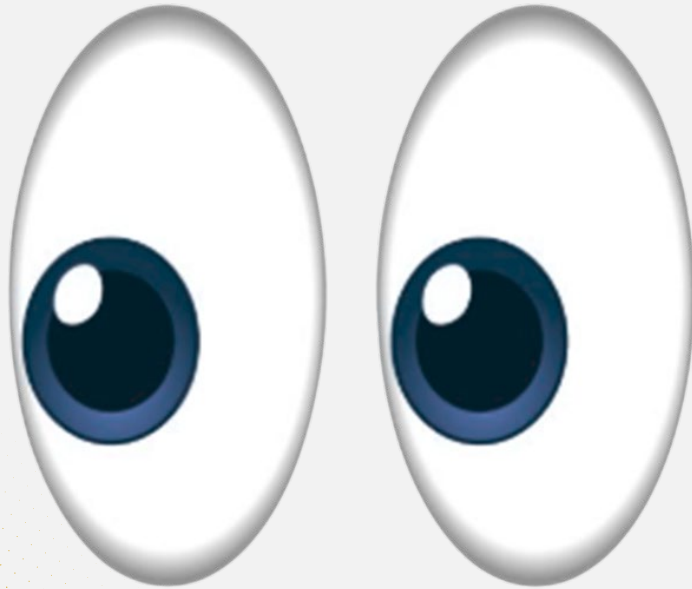
# Hannah Higgs

Assessment Program Specialist



# Looking for Best Practices

TSA Solutions Committee



- **Marsha Becker, Lake Havasu USD**
- **Michelle Crary, Gilbert USD**
- **Tosha Gillispie, STEDY**
- **Melanie Lintz, ACOVA and Buckeye USD**
- **Brent Neilson, CAVIAT**
- **John Scroggum, ACOVA and J.O. Combs USD**
- **Eric Sorenson, ACOVA and Tempe USD**
- **Matt Weber, NAVIT**
- **Bob Weir, VACTE**  
\*\*\*\*\*
- **Kevin Imes, ADE CTE**
- **Hannah Higgs, ADE CTE**
- **Judy Balogh, ADE CTE**

# Looking for TSA Best Practices



## Trainings

Do you have a staff in-service at the beginning of a testing period? If so, what content do you cover? What TSA resources do your teachers use? What resources do your teachers need?



## Environment

Describe a typical testing environment at your school. How are test proctors selected and trained? How many students test at a time? How are students prepared for the TSA?



## Celebration

How do you and your students celebrate when they pass the TSA? Do teachers talk to students about how to use the “industry-endorsed” Congratulatory Letter, Certificate, and Transcript?



## School Policy

What are your school’s policies and penalties for dishonest behavior? What are some examples of best practices you use when there is a problem?

# Instructions for Sharing TSA Best Practices



1. Copies of the four questions are on your table.
2. Answer each question by describing a “best practice.”
3. Work alone, with people at your table, or move around the room and talk to others.
4. You have 20 minutes to work. When the time is up, we will call on some of you to share-out your answers.
5. All best practices will be collected and sent to you.



# THANK YOU!

**Judy Balogh**

Director and Team Lead  
Standards, Assessment, and Career Development  
Team

Phone: 602-542-4155

Email: [Judy.Balogh@azed.gov](mailto:Judy.Balogh@azed.gov)

**Hannah Higgs**

Assessment Program Specialist  
Standards, Assessment, and Career Development  
Team

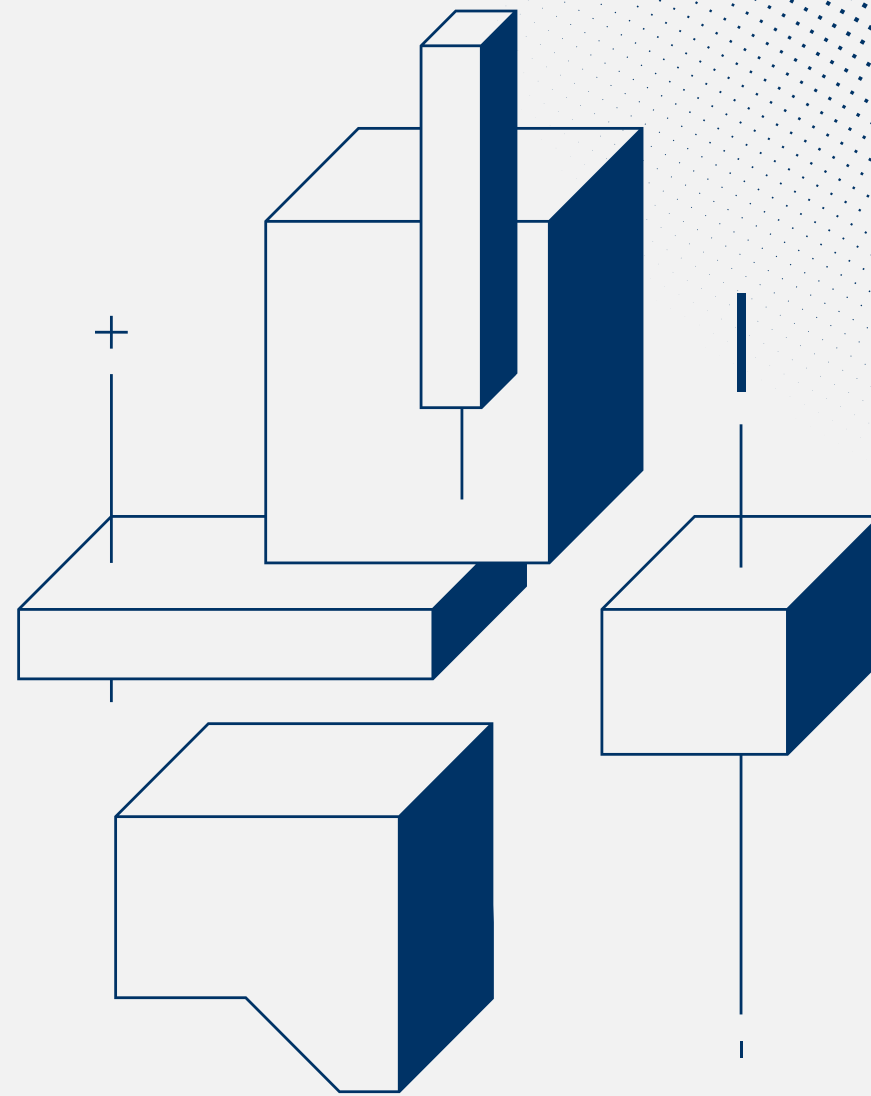
Phone: 602-542-5044

Email: [Hannah.Higgs@azed.gov](mailto:Hannah.Higgs@azed.gov)



# Michelle Martinez and Stephen Weltsch

CTE Programs Director and ACTEAZ



# Review of Connection Conference 2025

Please review the handout titled, "Conference Insights":

- On the left column, titled, "Strengths of the Conference", please read through and underline or highlight 3-5 notations that you agree with.



# Review of Connection Conference 2025

Please review the handout titled, "Conference Insights":

- On the right column, titled, "Opportunity for Refinement", please read through and underline or highlight 3-5 that resonate with your school and staff. You may want to add to the list for an upcoming table discussion this morning.



# Let's Hear from ACTE AZ!

Stephen Weltsch will share additional insights from the handout and other broad information regarding the conference.



# Looking Ahead to 2026

**What professional development topics are most relevant to you and your staff?**



# Looking Ahead to 2026

**What skills or knowledge do you feel you're currently missing in your team/staff?**

# Looking Ahead to 2026

**Are there specific challenges that you're facing that professional development could help address?**



# Looking Ahead to 2026

**What makes a professional development session memorable to you or your staff?**

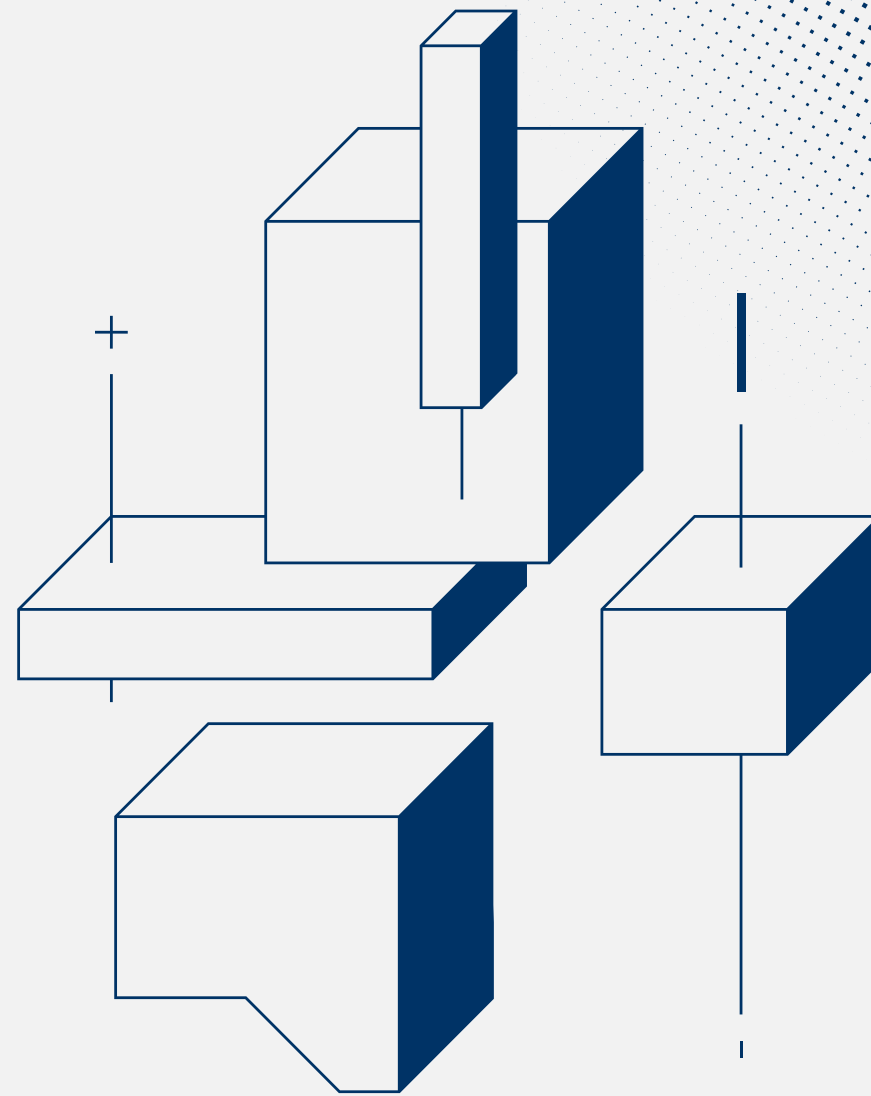


# Your Voice is Key: Share Your Thoughts



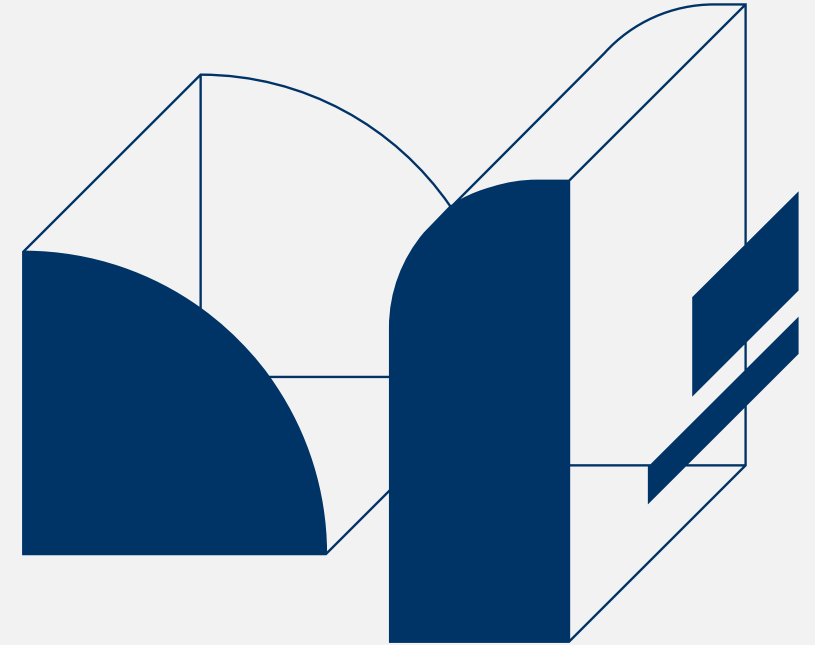
# Robert Garcia

Work-Based Learning Director



# Work-Based Learning Updates

In this meeting, we will discuss our **key achievements** and strategic initiatives moving forward.



Definition updates

Overview of new initiatives aimed at enhancing WBL partnerships

Introducing WBL office hours to address challenges, questions and concerns

Updates on current workforce projections

Interactive activity and discussion

# Work-Based Learning

Workplace Experience (WPE)

Work-Based Instruction (WBI)

Industry experience

Clinicals

Internships

Real-life scenario

Professional skills application

Simulated experience



# Over the past year...

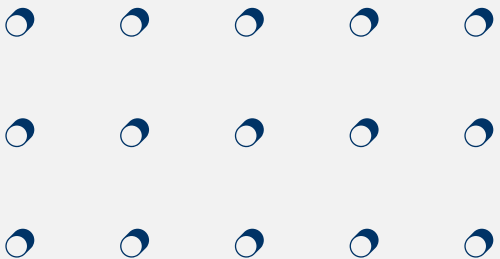
- Regional Ecosystem for Workforce Development Collaborative
  - Complete: Yuma, Pima, Santa Cruz, Cochise, Greenlee, Graham, Apache, Navajo, Mohave, La Paz, Coconino, Yavapai
  - Up coming: Gila, Pinal, Maricopa
- Student Industry Partnership (SIP)
  - Three quarterly meetings held so far
  - 60+ business partners
- Newsletter
  - Please send us your student or teacher highlights, successful industry partnerships, or innovative approaches to WBL your school has.



# Office Hours

Join us in Teams Meeting every Friday from 1-2pm

If you did not receive an email with the meeting link, please see us after!

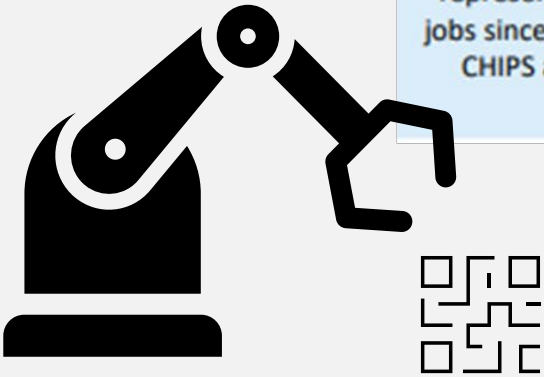
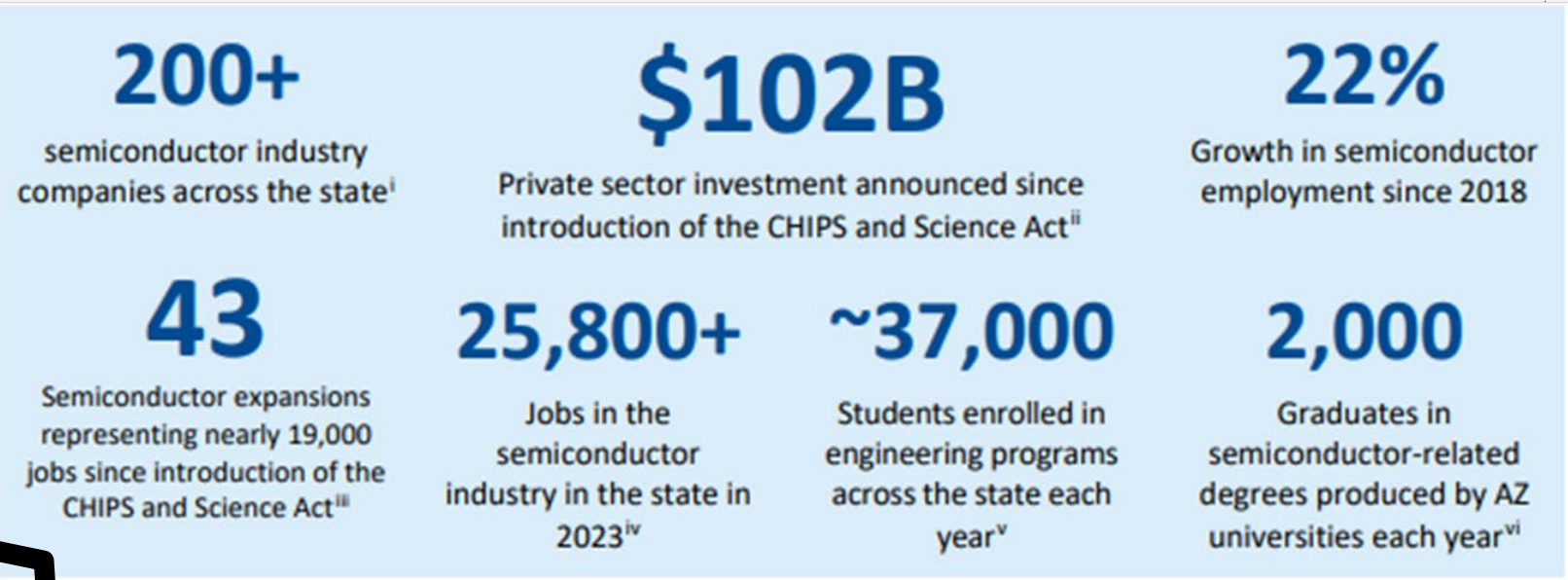


# Arizona's Workforce Projections

Long term annual employment change (2023-2033):

- Construction +23.9%
- Educational services +3.4%
- Financial activities +7.7%
- Government +3.4%
- Healthcare and social assistance +29.7%
- Information +7.6%
- Leisure and hospitality +14.3%
- Manufacturing +16.2%
- Natural resources and mining -2.8%
- Professional and business services +13.3%
- Self employed +8.9%
- Trade, transportation and utilities +12.8%

# Semicon West 2025



# Welcome to ADE

## **Work-Based Learning Educational Specialist**

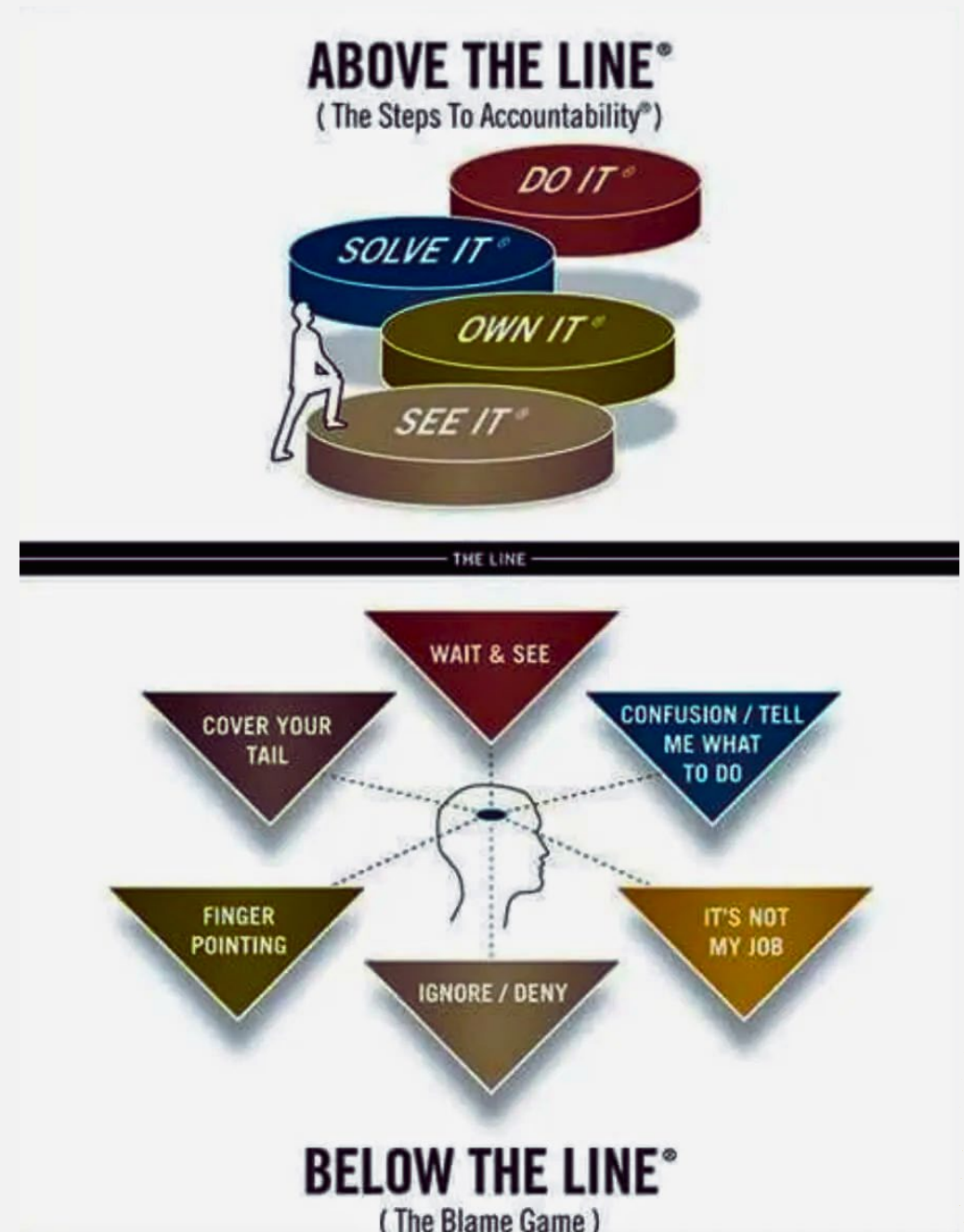
Sara Zaccari

Can complete a Rubik's  
cube in under 4 hours.

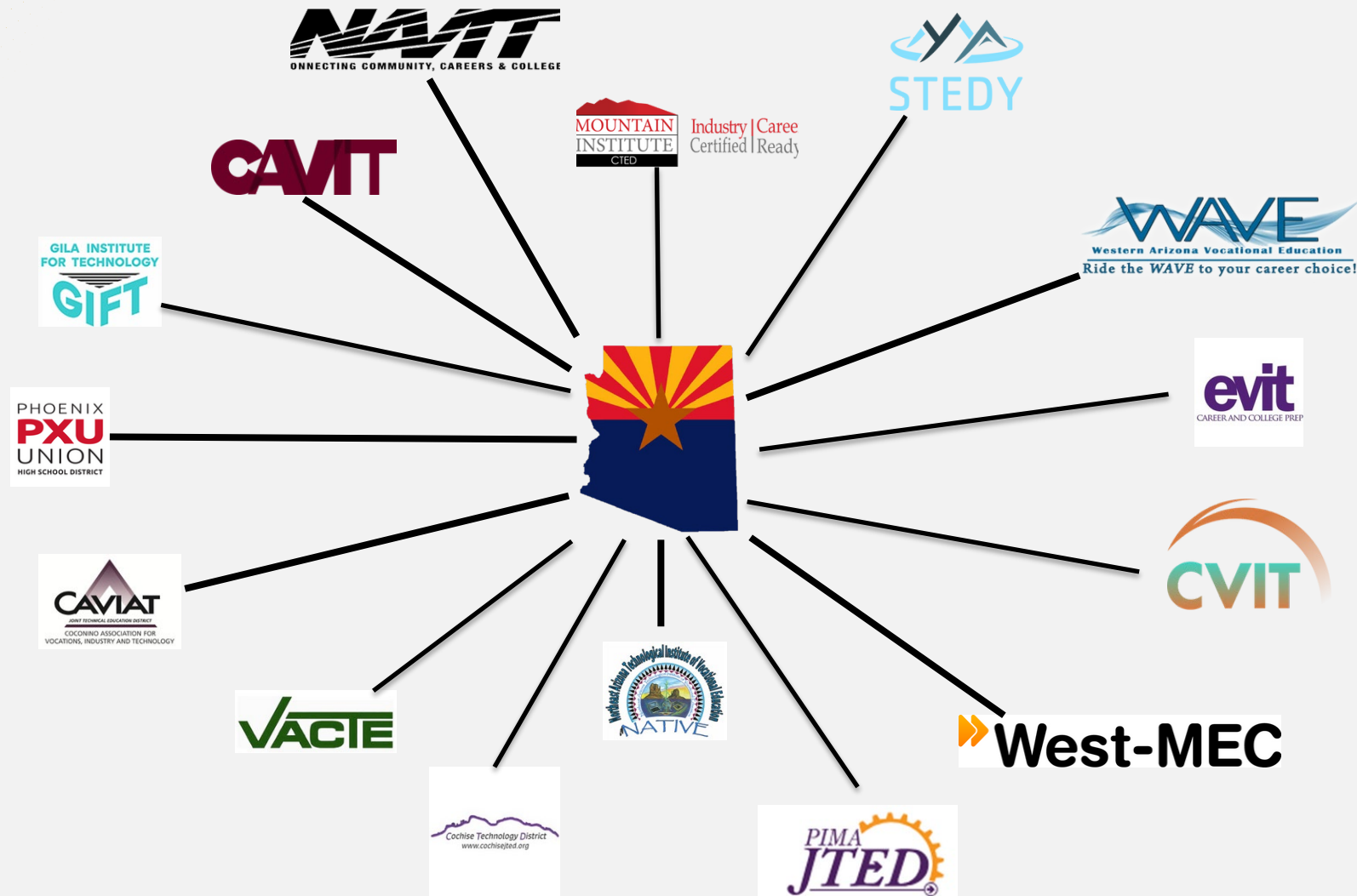




# Final Thoughts



# The Arizona CTE Ecosystem



# CTE Programs

Accounting - AgriScience - Aircraft Mechanics - Automotive Collision Repair - Automotive Technologies - Business Management - Business Operations - Construction Technologies - Culinary Arts - Dental Assisting - Diesel Engine Repair - Early Childhood Education - Education Professions - Electrical and Power Transmission Installation - Emergency Medical Services - Energy Systems - Fashion Design and Merchandising - Finance - Fire Service - Heating, Ventilation and Air Conditioning - Heavy Equipment Operations - Heavy Industrial Maintenance - Home Health Aide - Law and Public Safety - LOP - Agricultural and Food Products Processing - LOP - Aviation Technology - LOP - Baking and Pastry Arts - LOP - Building Maintenance/ Environmental Services - LOP - Cyber Criminology - LOP - Electrical Lineman - LOP - **JROTC Air Force-Space Force / JROTC Army / JROTC Navy-Marine** - LOP - Electrical Technologies - LOP - Masonry - LOP - Occupational Therapy Aide - LOP - Solar Panel Installation - LOP - Water Quality and Wastewater Treatment Management and Recycling Technology - Marketing - Medical Assisting Services - Medical Records Technologies - Mental and Social Health Technician - Network Security - Nursing Services - Plumbing - Precision Machining - Software and App Design - Veterinary Assisting - Welding Technologies - Aircraft Mechanics - Automation and Robotics - Automotive Collision Repair - Automotive Technologies - Business Management - Business Operations - Carpentry - Construction Technologies - Culinary Arts - Dental Assisting - Diesel Engine Repair - Digital Communication - Early Childhood Education - Education Professions - Electrical and Power Transmission Installation - Electronics Drafting - Emergency Medical Services - Energy Systems - Engineering - Fashion Design and Merchandising - Finance - Fire Service - Heating, Ventilation and Air Conditioning - Heavy Equipment Operations - Heavy Industrial Maintenance - Law and Public Safety - LOP - Agricultural and Food Products Processing - LOP - Aviation Technology - LOP - Baking and Pastry Arts - LOP - Building Maintenance/ Environmental Services - LOP - Community Health Care Worker - LOP - Cyber Criminology - LOP - Drafting CAD Technology - LOP - Electrical Lineman - LOP - Electrical Technology - JROTC Air Force-Space Force / JROTC Army / JROTC Navy-Marine





- **City of Glendale**



- **City of Tempe**



- **City of Chandler**



- **City of Yuma**





# Thank you!

## **Director of Work-Based Learning**

Robert Garcia

(602) 542-8789

robert.garcia@azed.gov

## **WBL Educational Specialist**

Sara Zaccari

(602) 542-2968

sara.zaccari@azed.gov



**We want your  
Feedback!**

**CTE Administrator Meeting Format  
Feedback**



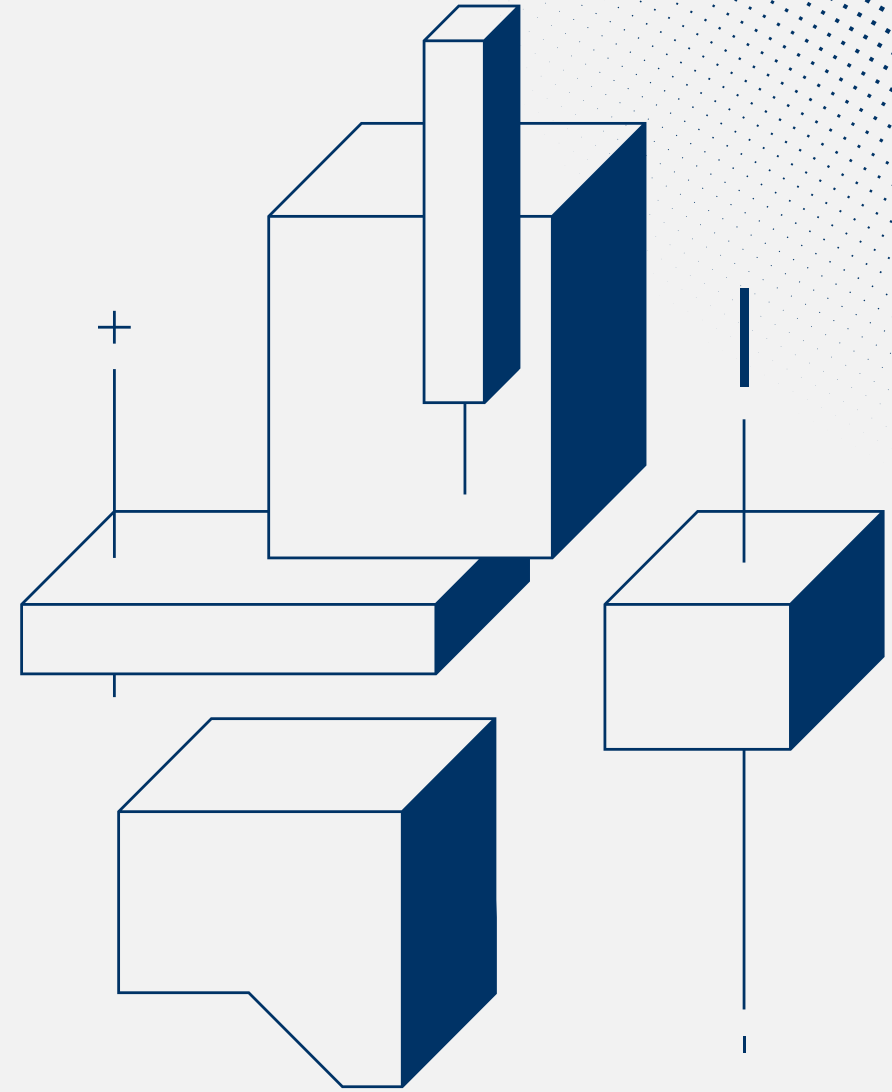
# John Ward

Associate Superintendent Empowerment Scholarship  
Account Program  
Arizona Department of Education



# Katherine Strevell

ASA

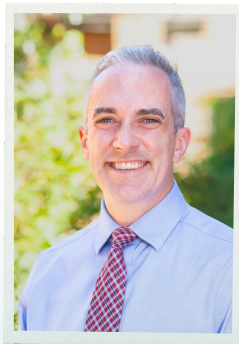




# CTE Division

Formed in 2025 to promote education within the state with emphasis on Career and Technical Education

## Division Officers



**PRESIDENT**

**Aron Schmidt**

**Dir. of Federal & State Programs  
Vail Unified School District**



**PRESIDENT-ELECT**

**Kathryn Strevell**

**Dir. of Career & Technical Education  
Nadaburg Unified School District**



**SECRETARY-TREASURER**

**Mandy Mathews**

**Assistant Principal  
Pima County JTED**



# CTE Division

## Who We Are?

- A statewide network within Arizona School Administrators (ASA) dedicated to advancing Career & Technical Education across K-12, CTEDs, and postsecondary institutions.
- Developing our role within Arizona's CTE family to add support for developing, sustaining and improving high-quality CTE programs.
- Open to anyone serving in a CTE Leadership Role - administrative state certification not required.

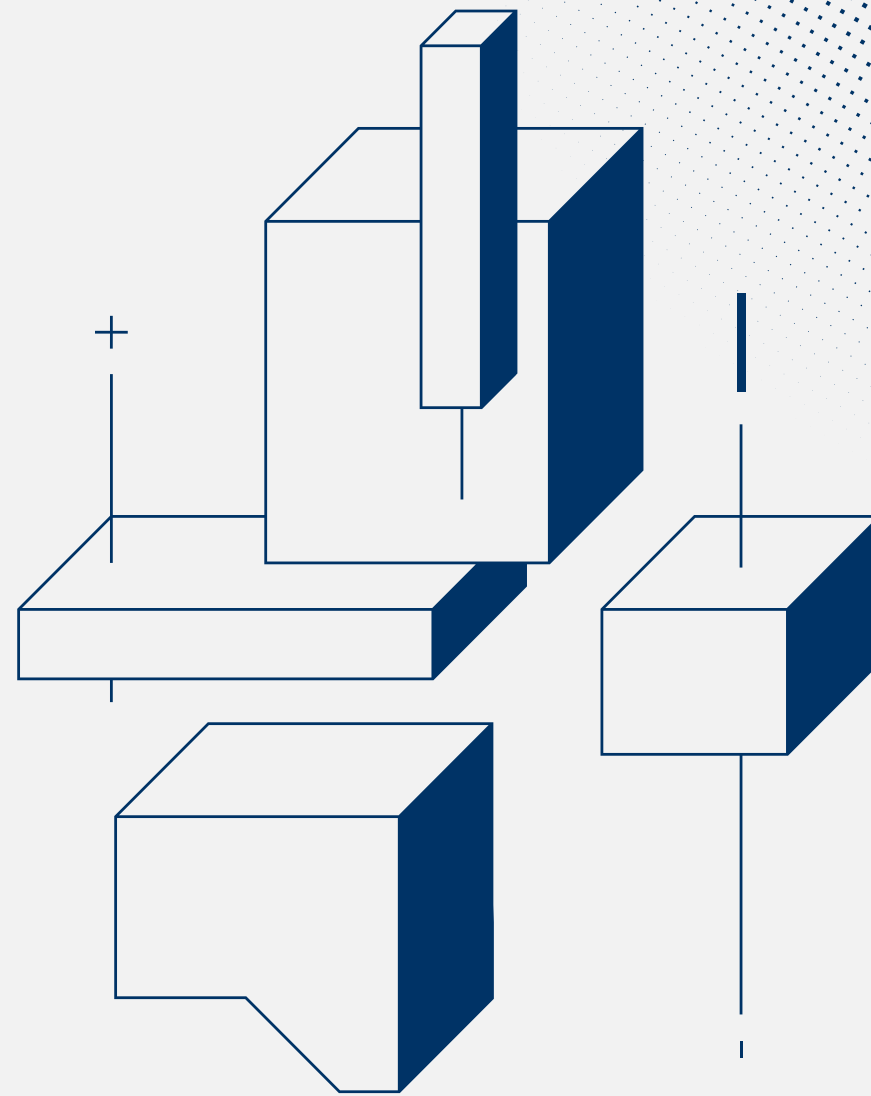
**JOIN  
Today!**



**Be sure to select CTE Division**

# Maya Salas

Project Change



# Project CHANGE Program Offerings

**Recruitment & Retention of Nontraditional Students**  
(educators & counselors)

**CTE 101**  
(students & parents)

**Gender, CTE, and Nontraditional Career Success**  
(students & parents)

**Stopping Sexual Harassment**  
(students, educators & counselors)

**Digital Citizenship & Cyberbullying**  
(students, parents, educators, counselors)

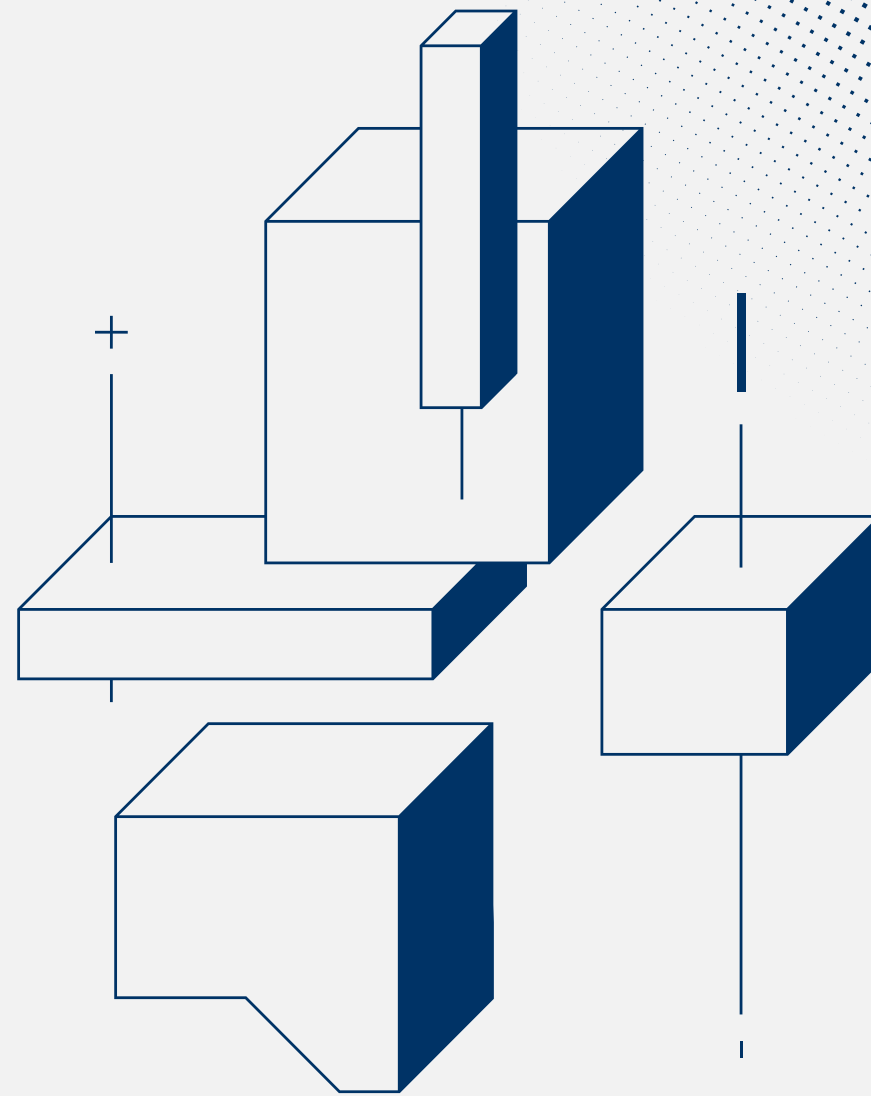


**SCAN for Program Flyer &  
Staff Contacts**

**Maya Salas**  
**[mayaisalas@arizona.edu](mailto:mayaisalas@arizona.edu)**

# Stephen Weltsh

ACTEAZ



# ACTEAZ

To **CONNECT** all CTE professionals with the network, resources, and abilities they need to make a meaningful difference.





a c t e a z



# acteaz

Elevating

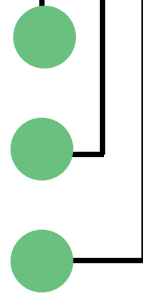


Connection

ACTEAZ Members

CTE and industry professionals

Network and resources





2026  
**midwinter**  
leadership conference



[acteaz.org/events/mid-winter/](https://acteaz.org/events/mid-winter/)

**Prescott Resort and  
Conference Center**

**February 4-6, 2026**

- ▶ **Registration is open**
- ▶ **Session Proposals are open**  
Submit by November 20, 2025
- ▶ **Exhibitor Registration is open**



# AWARDS

**Nominate a CTE Champion or Program today!**



Submit your nomination by:  
**January 21, 2026**

[acteaz.org/awards/](https://acteaz.org/awards/)



CELEBRATE TODAY,  
OWN TOMORROW!

# CTE MONTH POSTER CONTEST



Submissions due:  
**January 14, 2026**

Winners announced:  
**February 5, 2026**



[acteaz.org/events/cte\\_month](https://acteaz.org/events/cte_month)



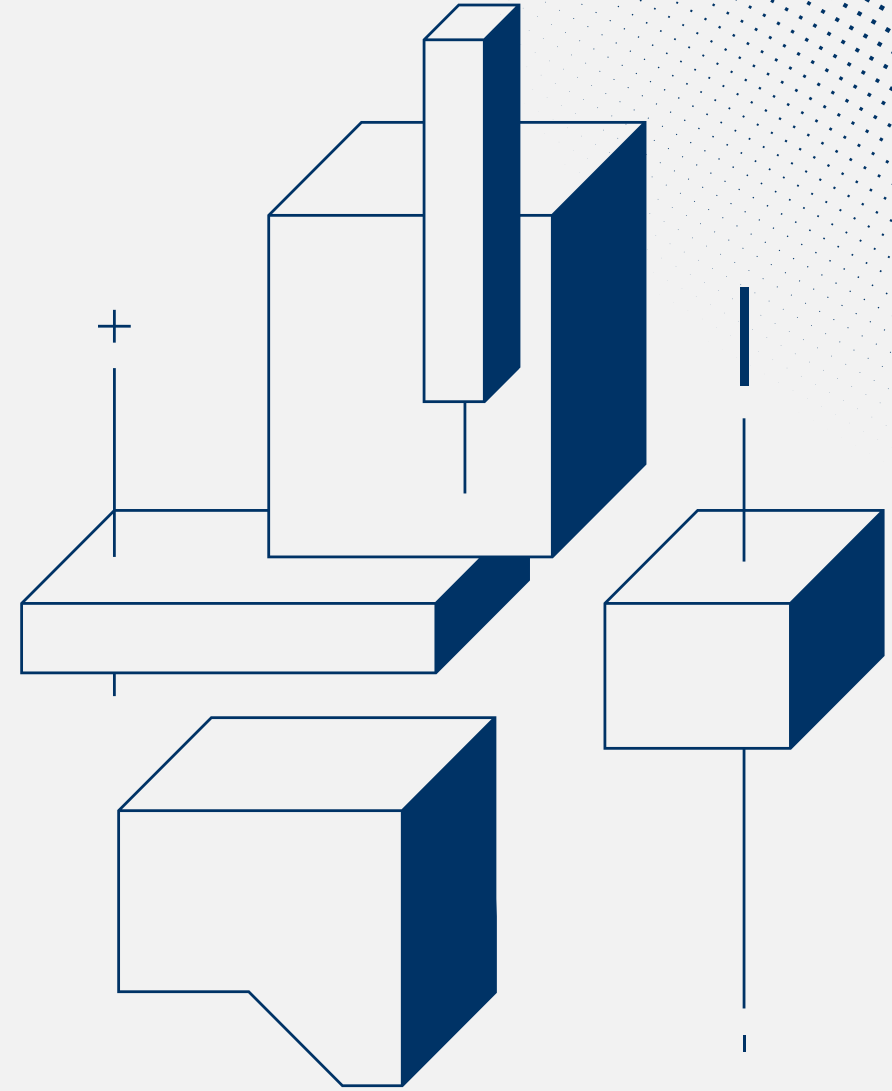
# Submit Your Session Proposals Today



[arizonactecon.com/session-proposals/](https://arizonactecon.com/session-proposals/)

# Adela Millan

ACTECC



# Registered Apprenticeship

By September 1, 2026, the objectives are to:

1. **Boost student enrollment in registered apprenticeship programs** across rural and urban CTE programs

## Key Actions: Consortium

- Develop and distribute marketing materials to support outreach and promote apprenticeship opportunities.
- Collaborate with CTE program leaders to enhance student awareness and engagement.
- Coordinate with school teachers and counselors to identify and refer students who may benefit from apprenticeship participation.
- Conduct targeted outreach to students including classroom presentations.
- Track student application enrollment data and adjust outreach strategies as needed.



# Registered Apprenticeship

2. **Establish two registered apprenticeships** in alignment with **CTE Programs**, fostering enhanced learning and employment prospects for students in grades 10 through 12 and 13th year if **in a high-demand sector**.

## Key Actions:

- The Carpentry Program is officially registered with the DES Apprenticeship Office.
- The Electrical Program is in the final stages of the registration process.

# Registered Apprenticeship

3. **Forge partnerships with five new employers**, offering registered apprenticeship opportunities within targeted industries.

## **Key Actions:**

- Use labor market data to pinpoint employers with strong employment potential.
- Partner with CTE program leaders to actively secure employer referrals and strengthen industry connections for apprenticeship opportunities.
- Attend employer job fairs, information sessions and networking events.
- Support employers through the registration and setup process.
- Participate in Chamber of Commerce employer meeting and events.

# Registered Apprenticeship

What questions do you have?

Call to Action

- **Know an Employer?** If you know of employers in your area who have expressed interest in offering Electrical or Carpentry apprenticeships, please connect them with me!
- **Know a Student?**  
If you know students who may be interested in apprenticeship opportunities, encourage them to reach out!
- **Help Us Grow:**  
Sharing these connections will help expand opportunities for students and strengthen our community partnerships.

# Registered Apprenticeship

YOUR FEEDBACK IS VALUABLE


**Adela Millan**

*Apprenticeship Coordinator*

**Arizona CTE Curriculum Consortium**

 amillan@ctecaz.org

 [ctecaz.org/apprenticeship](https://ctecaz.org/apprenticeship)

 C. 619.616.8640



# Registered Apprenticeship

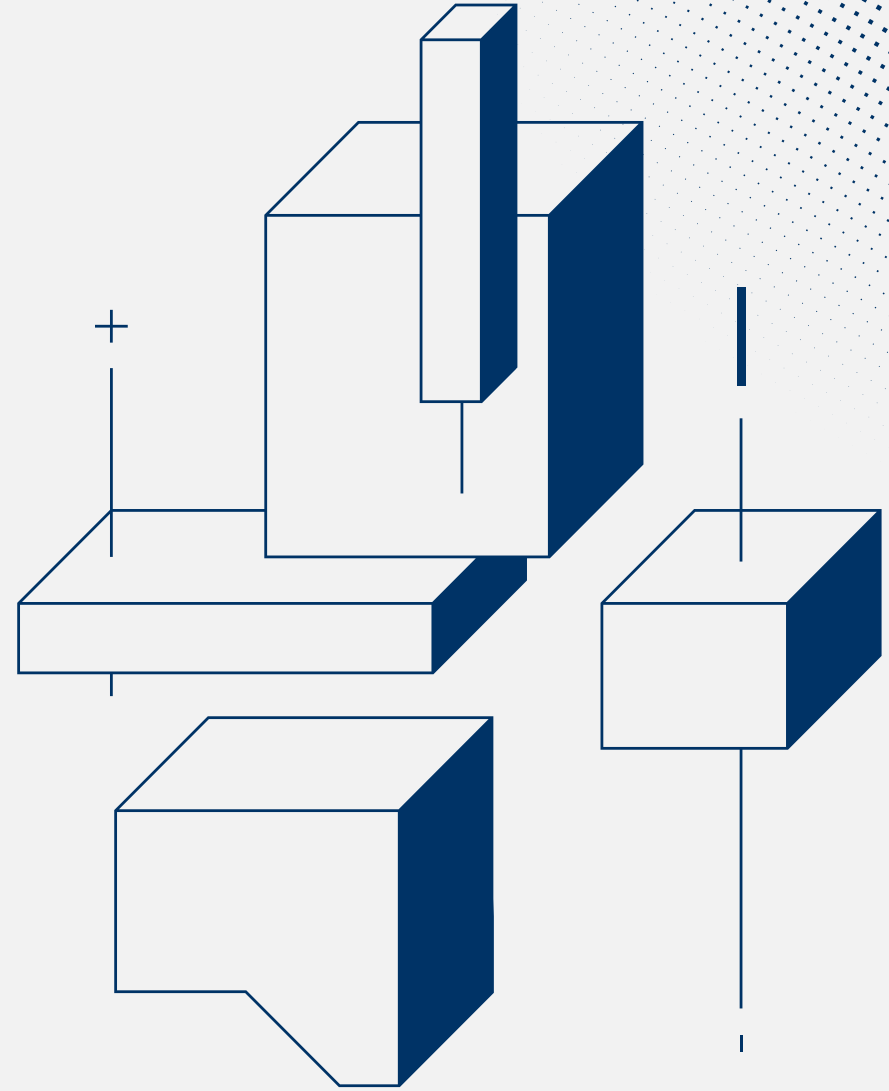
**AZ CTE CC  
Apprenticeship  
Webpage**



*Scan Me*

# Eric Sorenson

ACOVA





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# ACCOVA

## FALL CONFERENCE

Career and Technical Education  
**STUDENT SCHOLARSHIPS**

**YOUR DONATION IS  
100% TAX DEDUCTIBLE**

**IT'S FOR  
THE KIDS!**



**SCAN ME**



# ACOVA'S MISSION

ACOVA is the professional association whose mission is to build **community, advocacy and leadership** for Arizona Career and Technical Education (CTE) Administrators.

# Core Objectives



1. Ensure **leadership development** for all CTE administrators
2. Provide **relevant information** on critical issues, research, and legislative updates
3. Provide **mentoring** opportunities for CTE administrators
4. Establish and build a **support network** for all CTE administrators
5. **Represent** CTE administrators **and advocate** for CTE Critical Issues
6. Practice and recognize **excellence in leadership** among CTE Administrators

# **ACOVA** **FALL CONFERENCE**

## Key ACOVA Sessions:

### **November 6, 2025**

- **12:30-2:00pm - Lunch and Keynote with Jonathan Nez (Ballroom)**
- **3:15-4:10pm - Critical Issues (Verde A/B)**
- **4:30-6:00pm - Scholarship Action (Granite Mountain)**

### **November 7, 2025**

- **7:00-7:30am - ACOVA Business Meeting (Ballroom)**
- **11:00-11:55am - Mini-M&M- Panel Discussion (Verde A/B)**
- **12:00-1:00pm- Networking Lunch and Safe Travels!**

# ACOVA FALL CONFERENCE



## Registration and Scholarship Fundraising:

1) At the end of this session, please check in for the conference- In front of the Jerome Room.

2) Raffle Tickets are Back! Make sure to buy after registration- either QR Zeffy or Cash excepted. Find an board member in Orange.

5 Tickets for \$5, 12 Tickets for \$10, 25 Tickets for \$20

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