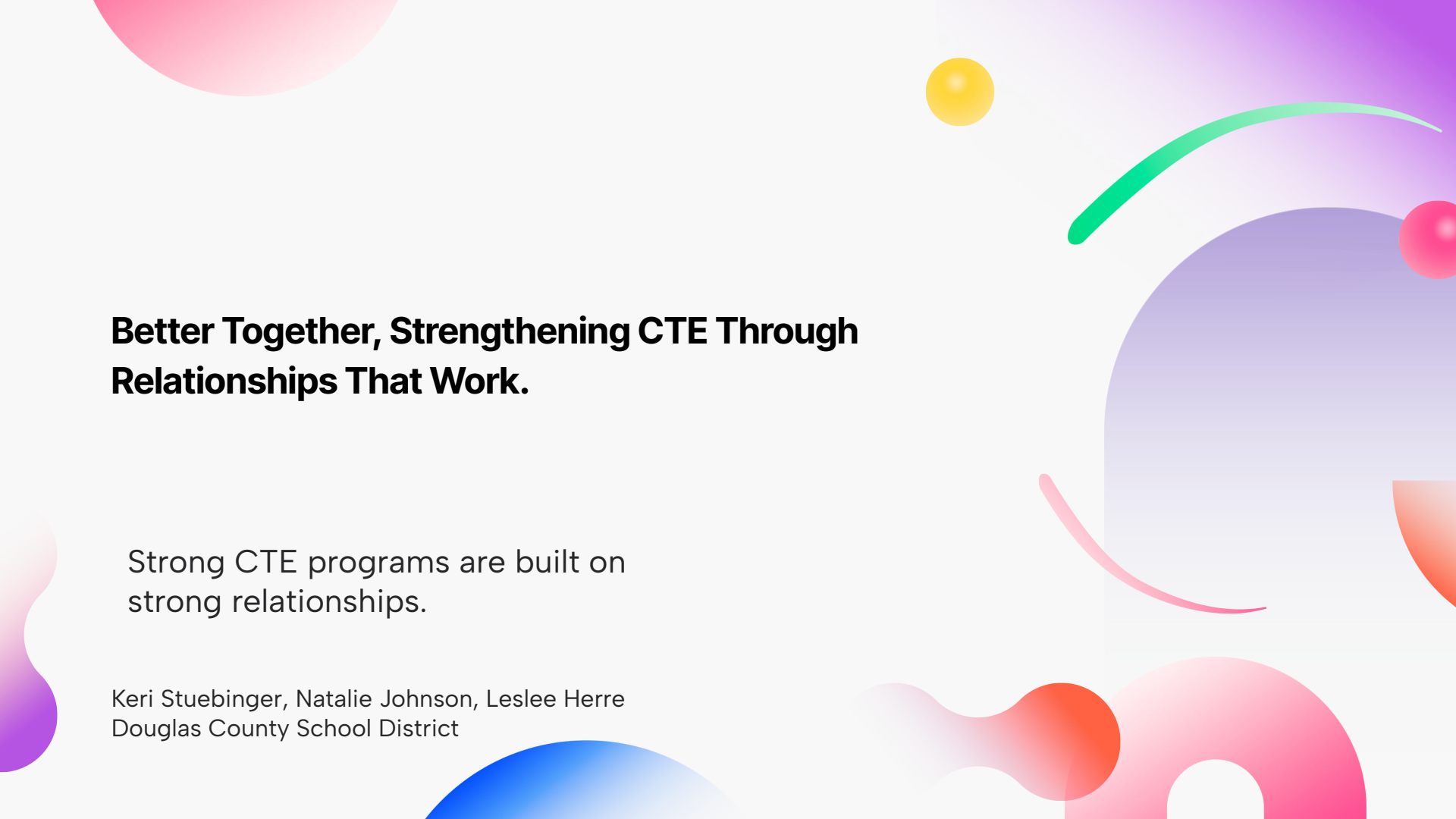


The background features a collection of abstract, colorful shapes. In the top left, there is a large pink circle. In the top right, a yellow circle is positioned above a green curved line. To the right of the center, a large purple circle is partially visible, with a pink curved line and a small pink circle nearby. In the bottom right, there are overlapping red and pink shapes. In the bottom left, a blue circle is partially visible. The overall aesthetic is modern and vibrant.

Better Together, Strengthening CTE Through Relationships That Work.

Strong CTE programs are built on strong relationships.

Keri Stuebinger, Natalie Johnson, Leslee Herre
Douglas County School District

Meet the Team

Keri Stuebinger—Assistant Director of Postsecondary Readiness

Leslee Herre— CTE Specialist

Natalie Johnson— Assistant Principal



Douglas County School District

Nine Traditional Schools, three Alternative Schools, one CTE Center Campus, one middle school- two coming in 26/27.

Over 90 total pathways

Over 130 teachers, 26 Postsecondary Readiness Leads (Assistant Principals and counselors)



Background

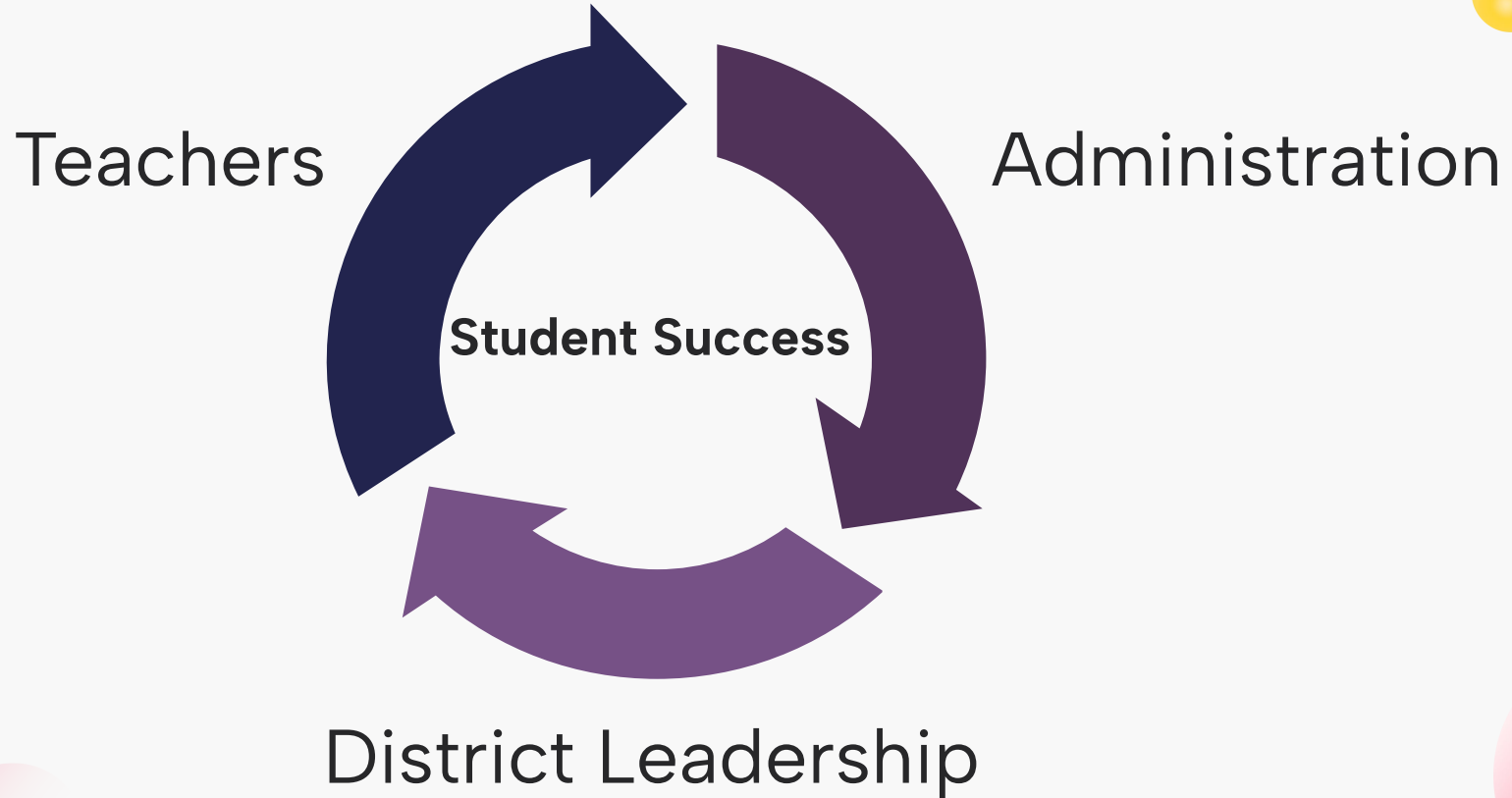
We recognized an opportunity to strengthen the connection between community, district leadership, school administrators, and CTE teachers. While many positive things were happening, there was room to improve communication, alignment, and our shared vision.

We started small—gathering feedback, identifying key areas for growth, and implementing intentional strategies to strengthen relationships.

The results have been stronger collaboration, increased consistency across pathways, improved morale, and greater success for both our programs and our students.

- 1**  **Communication**
- 2**  **Shared Priorities & Vision**
- 3**  **Collaboration**
- 4**  **Professional Learning**
- 5**  **Celebration & Feedback**

Why Relationships Matter



Everything we do should answer one question:

How does this improve opportunities for students?

When we all work together, everything improves.

- Morale and Vision
- Postsecondary readiness
- Workforce alignment
- Industry partnerships
- Credentials
- Work-Based Learning
- Concurrent Enrollment



Communication in Action

District/ PSR Examples:

- Pathway meetings
- Administrator updates
- Site Visits
- District PSR newsletters
- Quarterly leadership meetings
- Topic Specific Work groups
- Open office hours
- Community facing events

Impact in the buildings:

- Pathway meeting– What are we trying to accomplish to meet the district goal. What IRC are implementing?
- Meet with Department Head every two weeks (Department, Building, District connections)
- Listen to their ideas and bring them to the district table.





What communication
practice has made the
biggest difference in your
district?

Creating a Shared Vision



District Strategic Plan

- One of 5 Cornerstone Commitments:
 - Future Ready Graduates (post-secondary readiness and life skills)
 - Prepare students for life after high school, whether that be career, college, military or other pathway.
 - Develop CTE pathways & College Credit opportunities; including industry relevant credentials & robust WBL experiences...essentially the Big Three is layered into our Strategic Plan

Student opportunities to find their passion

Teachers aren't participants, they are partners

School pathway growth and expansion

District support from the bottom up

Industry involvement

Priorities move to Vision

- Industry Credentials-increased by nearly 400 certs in one year
- Work-Based Learning-documented about 10,000+ WBL experiences for 25-26 school year across 15 schools
- Concurrent Enrollment/AP-saving families over 25 million dollars in tuition savings; Degree pathways
- CTSOs-over 90 Active CTSOs participating at the district and state and national level. We Judge, support and celebrate.
- Advisory Boards-PSR plays a role in meetings across the board, combined board meeting, assist in industry connections.



Collaboration

Site Visits

Specialist visits monthly to ensure open dialog. Get out into the classrooms to see students in action.

CTE PLC & Office Hours

Friday PLC time at each building. We encourage some CTE dedication and offer office hours to answer questions.

Teacher Feedback

Surveys to administration and teachers to gain insight.

Professional Learning

Professional Development Days

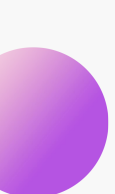
Beginning of the year– kickoff, updates and vision sharing. Every teacher and lead attends.

Conference Opportunities

Perkins funded opportunities. The more knowledge the better pathways.

Pathway Development Days

Pathway collaboration, job alike workshops, course alignment.



What is one barrier
preventing stronger
collaboration around CTE,
and what would it take to
remove it?

Celebrations

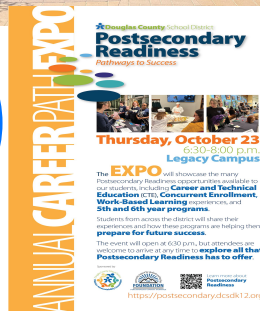
Celebrations 🎉

🔥 CONGRATULATIONS to Rich McCarthy and Josh Frenkel on running a successful Wolverine DECA Invitational. The events ran on time, judges were well-informed, and the kids were fantastic!

🎉 Thank you to everyone who attended the PSR PD day on September 22nd - the engagement from all of you was greatly appreciated. We hope you gained a lot from the day! If you still have questions or concerns, please don't hesitate to contact our PSR team.



I thank you for your passion, commitment, and the countless hours you invest in our students. Legend is proud because of YOU! 📌
#cteawarenessmonth #lhscte #careerready #dcstd_psr #dcstd See less



🎉 Celebrations 🎉
Congratulations to our Legacy Culinary team on winning the Colorado ProStart Hospitality Cup at the State Invitational! This incredible accomplishment is a true reflection of your hard work and dedication. From early morning and after-school practices to constant refining and teamwork, this success was well earned. We are so proud of you!



As a result

District Impacts

- Growing from 55–76–90 pathways
- Increased participation across the district off campus programming–aligned bell schedule
- Building Leaders feeling more informed sooner
- Community members know more about what is happening, increased experiences for students
- Data collection improving, beginning to intentionally use data to inform decisions

School Impacts

- Teacher satisfaction/excitement
- Student and teachers feeling supported
- Timely information
- Prescreen and adjust information by school's needed capacity
- CTE options and awareness increased
- Off campus opportunities increased

Takeaways

- **Newsletter–(we use Smore):** Weekly, biweekly, monthly, or quarterly. Keep a consistent format, place resources at the bottom, and encourage teams to review together.
- **PSR Quarterly Awards:** Celebrate teachers, students, and industry partners.
- **Lead Meetings (Quarterly):** Building leaders collaborate on updates, celebrations, and vision.
- **Kickoff Meetings, Office Hours & PD:** Share updates, resources, and district vision directly with teachers.
- **Site Visits:** Bi-monthly visits to 13 schools to support teachers and see students in action.
- **Social Media:** Highlight student success, programs, and celebrations across schools and PSR.
- **Coming Soon:** Industry Partner Appreciation Event.

Reflection Time

What is one thing your district does well?

What is one relationship that could be strengthened?

What is one action you can take in the next 30 days?



Resources

Handout

Connect with us!

Keri Stuebinger–klstuebinger@dcsdk12.org

Leslee Herre–lherre@dcsdk12.org

Natalie Johnson–njohnson4@dcsdk12.org



Questions?