

CTE Multilingual Learner Access & Success Checklist

Recruitment Audit (Yes/No)

Course Information & Awareness

- Course descriptions use clear, student-friendly language (not jargon-heavy)
- Visuals or examples show what students will actually do in the course
- Recruitment materials are available in families' home languages
- Multilingual learners are actively encouraged to enroll (not just "allowed")

Counseling & Advising

- School counselors understand CTE pathways and actively recommend them to MLs
- EL staff and counselors collaborate during course selection
- MLs are not steered away from CTE due to language level

Access & Entry Points

- Prerequisites are reviewed to ensure they are not unintentionally exclusionary
- Scheduling allows MLs to access both EL support and CTE courses
- Introductory or exploratory CTE opportunities are available

Student Voice & Representation

- Current or former ML students are included in recruitment efforts
- Programs reflect diverse student participation

Retention Supports (Yes/No)

Instructional Practices

- Key vocabulary is explicitly taught and used during instruction
- Teachers model tasks before expecting independent work
- Directions are chunked and supported with visuals or demonstrations
- Opportunities for structured peer interaction are built in

Language as a Skill

- Language development is treated as part of learning the trade/content
- Speaking and listening are intentionally supported during hands-on work

Classroom Environment & Belonging

- Multilingual learners are not isolated in group work
- Students see themselves reflected in examples, careers, or guest speakers
- Mistakes with language are treated as part of learning, not failure

Monitoring & Support

- Teachers check for understanding regularly (not just final product)
- Students receive feedback that supports both content and language growth
- There is a system for providing extra help when needed

Next Steps

Based on this checklist, identify your next moves

→ One recruitment change I will make:

→ One retention strategy I will implement:

→ One system barrier I can influence: