Maryland
GWDB CTE COMMITTEE

CTE Committee Meeting

Meeting Minutes
January 22, 2026
2:00 p.m. - 4:00 p.m.
Hybrid on Zoom
Local Insulators #24
901 Montgomery Street, Laurel, MD 20707

MEMBERS PRESENT

Myra Norton, Chair
Matt Holloway
Superintendent Wright
Charnetia Young-Callaham
Brian Cavey
Dr. Donald Boyd
Secretary Wu
Michael Thomas
Secretary Rai

MEMBERS ABSENT

Secretary Coker

GWDB STAFF

Rachael Stephens Parker
Shamara Bownes
Katherine Swanson-Palmer
Dr. Edrees Nawabi
Peggy DallAcqua (GWDB Legal Counsel)

The CTE Committee Public Meeting convened in hybrid format on Zoom and at Local Insulators #24. Chair Myra Norton called the meeting to order at 2:00 p.m.

WELCOME & PURPOSE

Chair Myra Norton opened the January 22, 2026 CTE Committee meeting at 2:00 PM, welcoming committee members and attendees to the Local Insulators #24 facility. She grounded the meeting in the committee's mission to reimagine career-connected learning and highlighted the purpose of the day: reviewing

industry-recognized credentials (IRCs) for the upcoming school year, examining the expanded career counseling report, and finalizing the 2025 CTE Annual Report.

A quorum was confirmed. The January 22, 2026 Agenda was approved. The December 3, 2025 Meeting Minutes were approved.

INDUSTRY-RECOGNIZED CREDENTIALS (IRC) FOR SY26-27

Molly Mesnard, Senior Advisor, GWDB CTE Committee and representatives from MSDE, Tracy Kyttle (Director, Career-Connected Learning), Pamela Clay (Coordinator of Apprenticeships and Industry Recognized Credentials), and Richard Kincaid (Assistant State Superintendent, Division of College and Career Pathways) presented the recommendations for Industry-Recognized Credentials for the 2026-2027 school year.

A total of 92 applications were reviewed. MSDE reviewed 75 total, non-duplicative IRC applications. 22 applications were recommended for approval. 47 applications were not recommended for approval. 6 applications received deferred approval. The state-approved list of Industry-Recognized Credentials will be available on *the MSDE Industry-Recognized Credential webpage*. The team focused on alignment with high-wage, high-skill, and in-demand career clusters.

The committee discussed the transition to more rigorous "industry-grade" certifications. It was noted that some applications, such as the Code HS Web Development Level 1, were "Not Recommended" because they did not meet the specific core criteria for industry standards or were duplicative of existing approved credentials.

Richard Kincaid emphasized that the goal is to reduce the burden of data reproduction while ensuring every program leads to a meaningful credential.

A motion was made to approve the IRC recommendations for SY 2026-2027 as presented.

The motion was approved.

EXPANDED CAREER COUNSELING REPORT REVIEW

Shamara Bownes, Senior Director, GWDB CTE Committee, and Shana Payne, Director, Jobs for the Future (JFF), provided an overview of the Expanded Career Counseling Report.

Shana Payne told the CTE Committee about the evidence base and methodology of this report. CTE Committee staff and JFF staff collaborated to analyze MOUs for all

jurisdictions, 2025 annual reports, and Spring 2025 AIB check-in notes. They also held 11 stakeholder focus groups between October and November 2025. These focus groups included 69 participants: 12 career counselors, 20 community college representatives, 15 LEA representatives, and 22 Local Workforce Development Board representatives. Focus groups probed implementation wins, challenges, and recommendations to inform this report.

Four broad solutions were identified: 1) Annual onboarding and tiered professional development, 2) Structured local partner meetings, 3) Embedded career counselors, and 4) Collaborative employer engagement.

Four challenges were also identified: 1) Data systems and accountability, 2) Partnership structure and role clarity, 3) Staff turnover, onboarding, and professional development, and 4) Geographic and capacity constraints.

The CTE Committee discussed the potential for a central hub for useful resources to support career counselors. The CTE Committee also discussed metrics to measure the impact of career counselors and the importance of engaging these professional roles to support career counselors.

2025 CTE ANNUAL REPORT

Chair Myra Norton and Shamara Bownes led the discussion on the final draft of the 2025 CTE Annual Report.

The 2025 CTE Annual Report includes findings from the CTE Expert Review Team (ERT) visits conducted in SY 2024-2025. It tracks progress toward *the Blueprint for Maryland's Future's* "45% Goal". Maryland has increased progress toward the 45% goal from 8% in SY 2023-2024 to 11% in SY 2024-2025.

CTE Committee staff noted four key observations from CTE ERT visits: 1) Regional collaboration matters, 2) Local innovation is strong, 3) LEA capacity varies, and 4) Data systems remain a constraint.

CTE Committee staff identified four key challenges with related best practices observed via CTE ERT visits: 1) Insufficient space available to meet program demand, 2) Difficulty with expansion of high school level Registered Apprenticeship, 3) Lack of transportation to CTE centers and work-based learning, and 4) Difficulty with recruitment and retention of Special populations.

The CTE Committee reviewed the recommendation for statutory and regulatory changes needed to address the evolving CTE system. The CTE Committee discussed

the importance of continuing to improve CTE, involve parents more effectively, and explore unique strategies to satisfy increasing CTE demand.

A motion was made to approve the 2025 Annual Report for submission to the Maryland General Assembly (MGA), the Accountability and Implementation Board (AIB), and the Governor.

The motion was approved.

ADJOURNMENT

Chair Myra Norton reminded the committee of the next public meeting scheduled for April 29, 2026.

A motion to adjourn was made and seconded. The meeting was adjourned at 4pm.

***Meeting materials can be found here*.* **The recording of the meeting can be found here**.