

Counselor Institute In-Person Workshop: Vertical Alignment

Building a Continuum of Learning: Aligning Career Demands to Classroom Offerings

Purpose of this section: Reflect on vertical alignment and identify opportunities to strengthen coherence and collaboration across grade levels.

1. Regional Workforce Focus

Instructions: Using the [HiRe list of industries](#), find your parish, and list 2-3 high-demand industries in your region. Then explain why vertical alignment matters for local opportunity.

High-Demand Industries (2–3):
1. 2. 3.
Why Vertical Alignment Matters for Local Opportunity <i>(What evidence suggests that these high-demand industries depend on strong vertical alignment in CTE programming, and what risks or missed opportunities might arise for local employers if alignment is not prioritized?)</i>

2. Current Pathway Map

Instructions: For each of the high-demand industries above, identify what your district or region currently does at each level to promote career awareness, exploration, and preparation. Include classroom, extracurricular, or partnership-based activities.

High-Demand Industry	Elementary School Awareness	→ Middle School Exploration	→ High School Credentialing
	Current Activities		
1.			
2.			
3.			

3. Readiness Check

Instructions: Check all that apply. Then use the notes section to highlight areas that need improvement or lack coordination.

- ☐ Students receive early-career exposure that is ultimately targeted toward local high-demand, high-wage fields.
- ☐ Course sequences scaffold correctly (i.e., set students up for success to obtain high-value credentials on the State Focus List (SFL))
- ☐ Pathways include industry-recognized credentials on the SFL
- ☐ School/system's prioritized credentials are aligned with regional workforce needs
- ☐ Other (please specify):

Notes:

4. Gap + Opportunity Analysis

Instructions: Use the readiness check and your notes to identify key areas for improvement. In the **left column**, note gaps such as missing courses, unclear prerequisites, or limited exposure (as detailed in your notes above). In the **right column**, list opportunities or actions to address these gaps and strengthen alignment.

Gaps (missing courses, exposure, prerequisites)	Opportunities (add, realign, redesign)
(e.g., Few touchpoints with local IT employers lead to a weak understanding of helpdesk and networking roles.)	(e.g., Create a quarterly “IT Career Lab” with employer-led labs, job-shadow days, and a capstone aligned to CompTIA ITF+ to translate exposure into credential progress.)

Purpose of this section: Identify actionable next steps to improve implementation and impact.

5. Counselor Role

Instructions: Define your roles in supporting the following: advising, scheduling, pathway awareness, and partnerships. Then list 1-2 concrete actions you can take as a counselor to support vertical alignment.

Define How Counselors Contribute	Specific Counselor Actions
Advising: (e.g., Counselors guide students in selecting courses aligned with their college and career pathway interests.)	(e.g., 1. Meet with students each semester to review pathway progress and adjust plans. 2. Create advising materials that highlight next-level/dual enrollment options.)
Scheduling:	

Pathway Awareness:	
Partnerships:	

6. Collaboration Needs

Instructions: Identify which partners are needed to improve alignment and describe why collaboration with them matters (e.g., “CTE leads align credentials,” “colleges advise dual enrollment”).

Partner(s)	Purpose of Collaboration
Teachers	
CTE Leads	
Principals	
Regional Workforce	
Colleges	

7. Next Steps

Write one actionable step your team can take within the next 30 days to advance vertical alignment (e.g., “Hold a joint meeting with local college to map dual enrollment options”).

One action to advance vertical alignment within 30 days: