



Action Plan: Building Multilingual Learners' Capacity in CTE Programs

Directions:

1. Reflect on the urgency around being inclusive of MLs in CTE programs, strategies for recruiting and retaining MLs in CTE programs, and instructional strategies to ensure MLs are engaged with CTE content.
2. Complete the Action Plan below.

Action Plan Template

CTE Programs Inclusive of MLs	Notes
ML Representation: Is the percentage of MLs in your CTE program smaller than, about the same as, or greater than the percentage of MLs at the school? If you don't know, how might you find out?	
Opportunities and Barriers: Do any barriers exist for MLs entering CTE programs in your school or district (e.g., scheduling, proficiency level requirements, or prerequisites)? If so, what are those barriers and how might they be removed?	
Educator Preparedness: What experience and training related to working with MLs do CTE educators in your context have? Are there opportunities for professional learning related to supporting MLs?	

Strategy	Yes	Sometimes	No	To improve on how this strategy is incorporated in my context, I will ...
Recruiting and Retaining MLs in CTE Programs¹				
Schools and/or districts engage in multilingual family and community outreach.				

¹ Sugarman, J. (April 2023). *Unlocking opportunities: supporting English learners' equitable access to career and technical education*. Migration Policy Institute

Strategy	Yes	Sometimes	No	To improve on how this strategy is incorporated in my context, I will ...
Schools use trusted staff to support ML recruitment (e.g., ELD teachers, counselors, family liaisons).				
Schools provide opportunities for site visits to CTE classes and interviews with current students enrolled in CTE programs.				
Schools and/or districts offer flexible learning opportunities , such as morning or evening classes.				
Schools and/or districts give work-based learning credit for jobs students already have.				
Schools and/or districts provide professional learning and/or opportunities for co-teaching .				
Instructional Strategies to Ensure MLs are Engaged in CTE Content				
Educators incorporate material, instructional, and student grouping scaffolds into their practice.				
Educators embed peer learning opportunities into instruction.				
Educators incorporate explicit vocabulary development into instruction.				
Educators provide writing support based on individual student strengths and needs.				
Educators include academic language mini lessons as appropriate.				

Strategy	Yes	Sometimes	No	To improve on how this strategy is incorporated in my context, I will ...
Educators intentionally prepare MLs for certification exams using multiple modalities.				

Next Steps

Based on my responses to the checklist, the strategies I will prioritize are:

Three steps I will take to strengthen these strategies:

- 1.
- 2.
- 3.

Resources I need:

Who can support me in this work and how: