



# Southwest Colorado Education Collaborative

2022 - 2023  
Annual Report



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# A Letter from our Executive Director

Dear Friends and Supporters,

I am thrilled to present to you the 2022-2023 Annual Report for the Southwest Colorado Education Collaborative. As we reflect on this past year, we are overwhelmed with gratitude for the unwavering support and dedication from our community, partners, educators, board, and students.

Our organization has remained committed to its mission of strengthening diverse communities by providing access to pathways in career readiness and higher education for students throughout Southwest Colorado in order to build 21st-century skills and economically viable futures. Together, we have achieved significant milestones and are beginning to see amazing impact on the lives of students, and educators. A few of our proudest accomplishments include:

- Convened over 300 stakeholders across the five rural counties in Southwest Colorado to design three new regional career and college pathways - educator, health sciences, and hospitality/tourism.
- Secured nearly \$360,000 in new funding (in addition to the two multi-year grants we have been operating under).
- Researched, selected, and named through a community-driven process CareerLaunch Southwest, our new regional work-based learning platform connecting our local industry partners directly to educators and students across our region.
- Addressed future workforce concerns through building and implementing summer institutes and job shadows where industry partners can directly interact, train, and hire students into their industry.
- Built capacity for school districts to share industry grade equipment aligned to shared courses through obtaining funding, building checkout infrastructure, and rotation mobility.

Looking ahead, we are excited about the opportunities that the future holds for the Southwest Colorado Education Collaborative. We will be focusing on increasing access for students at all of our local high schools to participate in any of the 5 shared career & college pathways, adding more work-based learning experiences, and working to partner with more industry leaders as we roll out our regional work-based learning platform.

As we conclude this year's Annual Report, I extend my heartfelt appreciation to our team and educators for their tireless efforts and boundless passion. Together, we will continue to create a brighter, more promising future for the next generation.

Thank you for your continued support, trust, and belief in our mission. We invite you to join us on this journey as we empower students to achieve their full potential and build a stronger, more prosperous community.

In Partnership,



Jessica Morrison, Executive Director  
Southwest Colorado Education Collaborative

# About Southwest Colorado Education Collaborative

## Structure & Foundation

The Southwest Colorado Education Collaborative is a non profit organization that functions as an intermediary between school districts, higher education institutions, and industry leaders in Southwest Colorado.

The Collaborative was founded on the belief that rural communities are stronger working together, and that all students deserve access to opportunities that prepare them for lives of choice.

## Regional Benefits

- One stop shop for industry partners to connect with future workforce
- Adding staff capacity to partners
- Attracting funds
- Creating efficiencies in resources and staffing
- Increasing options for students across the region, regardless of their home district
- Developing cross-district learning opportunities and connections for staff and students

## Partners

### Founding School Districts

Archuleta, Bayfield, Durango, Ignacio, Silverton

### Current Participating School Districts

Dolores, Dove Creek, Mancos, Montezuma-Cortez

### Higher Education

Fort Lewis College, Pueblo Community College

### Tribal Nations

Southern Ute, Ute Mountain Ute

## Core Values



Student Focused



Abundance Partnerships



Adaptable Solutions



Community Driven



Collective Integrity



## Our North Star

Students earn a living wage in a profession they are invested in

## SWCEC Theory of Action

Our strategy is driven by our theory of action:

0

Establish a well-functioning non-profit

1

Provide effective backbone support

2

Build robust new pathways

3

Pathways serve students

# Year In Review: October 2022 - August 2023



## October 2022

Building Our Shared Future Kick Off at Ignacio High School (150 participants)  
SWCEC Quarterly Board Meeting

## December 2022

Job Shadows with Los Pinos Fire (9 students), Durango Fire Department (4 students), Veritas Fine Homes (11 students), & Custom Fabrication (9 students)  
Virtual Building Our Shared Future Event (130 participants)

Career Exploration event with Silverton Middle School students (~12 students participated with 3 industry partners)

## February 2023

District and higher education 1:1 value proposition and financial contribution conversations  
Future Rural Teachers Conference (5 students)  
Environmental Advisor Professional Development

## April 2023

Job Shadows at Colorado Parks and Wildlife (13 students) and Powerhouse (16 students)  
SWCEC Quarterly Board Meeting  
Environmental Advisor & Building Trades Professional Development

## June 2023

Building Trades (26 students) and ECI Summer Institutes (49 students)  
SWCEC Quarterly Board Meeting

## November 2022

Building our Shared Future Event at PCC-Mancos (50 participants)  
FCI Job Shadow with 14 students  
Environmental Advisor Professional Development

## January 2023

SWCEC takes 5 students to Future Teacher Conference  
SWCEC Steering Committee approves sector aspirations and pathway courses

Building Trades Professional Development

SWCEC Quarterly Board Meeting

## March 2023

Job Shadow at Animas Surgical Hospital (13 students)

SWCEC Steering Committee finalizes cost sharing pilot

## May 2023

Job Shadow at Rocky Mountain Ecology (6 students)

SWCEC Founders and Appreciation Dinner & Building Our Shared Futures Celebration and Expo with over 200 attendees cumulatively

## July & August 2023

SWCEC Board and Steering Committee Summer Retreats  
Bayfield Summer Block Party Fundraiser

# Our Why

The Southwest Colorado Education Collaborative was founded on the belief that rural communities are stronger working together, and that all students deserve access to opportunities that prepare them for lives of choice.

## Our How

1

### Facilitating Cross-District and Cross-Sector Relationship Building

- Providing venues for the region to connect across district and traditional K-12, higher education, and industry sectors
- Increasing professional development opportunities for the region's educators

2

### Committing to Organizational Sustainability and Development

- A core focus of the Collaborative's activities center on reducing costs to its stakeholders by seeking additional grant and philanthropic funding, advocating for enabling policy at the state level, and thoughtfully scaling its staff to meet programming needs

## Our What

3

### Expanding Access to Career and College Pathways

- Career & College pathways with the Collaborative are a sum of their parts. More than just high school coursework, they represent a variety of experiences for students all culminating in a strengthened path towards a **high wage, high demand career in five focus sectors** identified with community visioning and labor market data: Environmental, Building Trades, Health Sciences, Educator, Hospitality and Tourism.
- SWCEC embraces a variety of **work-based learning activities** including job shadows, summer institutes, shared equipment, and Career Launch Southwest, a regional work-based learning platform, to engage students in career connected learning.
- **Educator and Counselor Professional Learning Communities** bring educators together for professional development and cross-curricular learnings.





# FACILITATING CROSS-DISTRICT, CROSS-SECTOR RELATIONSHIP BUILDING



# Facilitating Cross-District, Cross-Sector Relationship Building & Professional Development

The Collaborative is a uniquely placed convener of stakeholders that is able to tap into a wide network of regional leaders and experts. In 2022-2023 SWCEC leveraged a variety of working groups, professional learning communities, internal staff, and support partner efforts, all aimed to increase student access to career and college opportunities.

In 2022-23, in addition to the Building Our Shared Future Series, SWCEC convened a variety of stakeholders for shared learning, decision making, implementation problem solving, and professional development.

- The Collaborative cumulatively facilitated 34 meetings with 7 distinct Professional Learning Communities and 6 professional development days
- Provided CTE credential training to 9 school districts counselors, teachers, and administrators
- Facilitated conference and site-visits for district staff to the Rural Schools Innovation Zone in South Texas, CACTE, Mid-Winter CACTE, Rural CoAction Convening, and National ACTE Conference in Phoenix, AZ





# Building Our Shared Future

## Community Visioning Events

The Building Our Shared Future Series brought together teachers, counselors, principals, superintendents, students and caregivers, higher education professionals, industry leaders, and other community organizations - all with the goal of developing pathways that expand opportunities to students, and maximizing benefits to our region.

- 6 events focused on the build out of 5 shared pathways
- 300+ participants total from 5 counties
- Culminated in an Industry event and Pathway Expo for students to participate in hands on activities lead by industry leaders and educators across each of the five pathways

Stakeholders began the process by developing a shared vision for the five focus sectors in the region.

### District Expansion

Throughout this community visioning series, 4 new districts (Dove Creek, Dolores, Mancos, Montezuma-Cortez) joined to explore potential formal partnership with SWCEC at the conclusion of the Rural CoAction grant period.





# COMMITTING TO ORGANIZATIONAL SUSTAINABILITY AND DEVELOPMENT



# Committing to Organizational Sustainability & Development

SWCEC's operations and programming were originally funded by the Governor's 2020 RISE Grant. Since then SWCEC received additional grant funding through the Colorado Department of Education's Rural CoAction (a grant created in part due to the success of the rural collaborative modeled by SWCEC). This report captures the first year of Rural CoAction implementation.

In addition, SWCEC received the School Counselor Corps grant - a four year grant - designed to increase the availability of effective school-based counseling.

In 2023, SWCEC secured seven other grants totaling over **\$357,482**.



**\$20,000**

2023 CO Housing & Finance

**\$49,900**

2023 Opportunity Now Planning Grant

**\$80,000**

2023 Anonymous Donor

**\$49,400**

2023 CDE Convening Grant

**\$35,000**

2023 Gates Family Foundation

**\$68,361**

NASNTI Title III Grant with Fort Lewis College

**\$54,821**

2023 Opportunity Now Seed Grant with Economic Development Alliance

**\$1.3M (over 4 years)**

2022 School Counselor Corps Grant

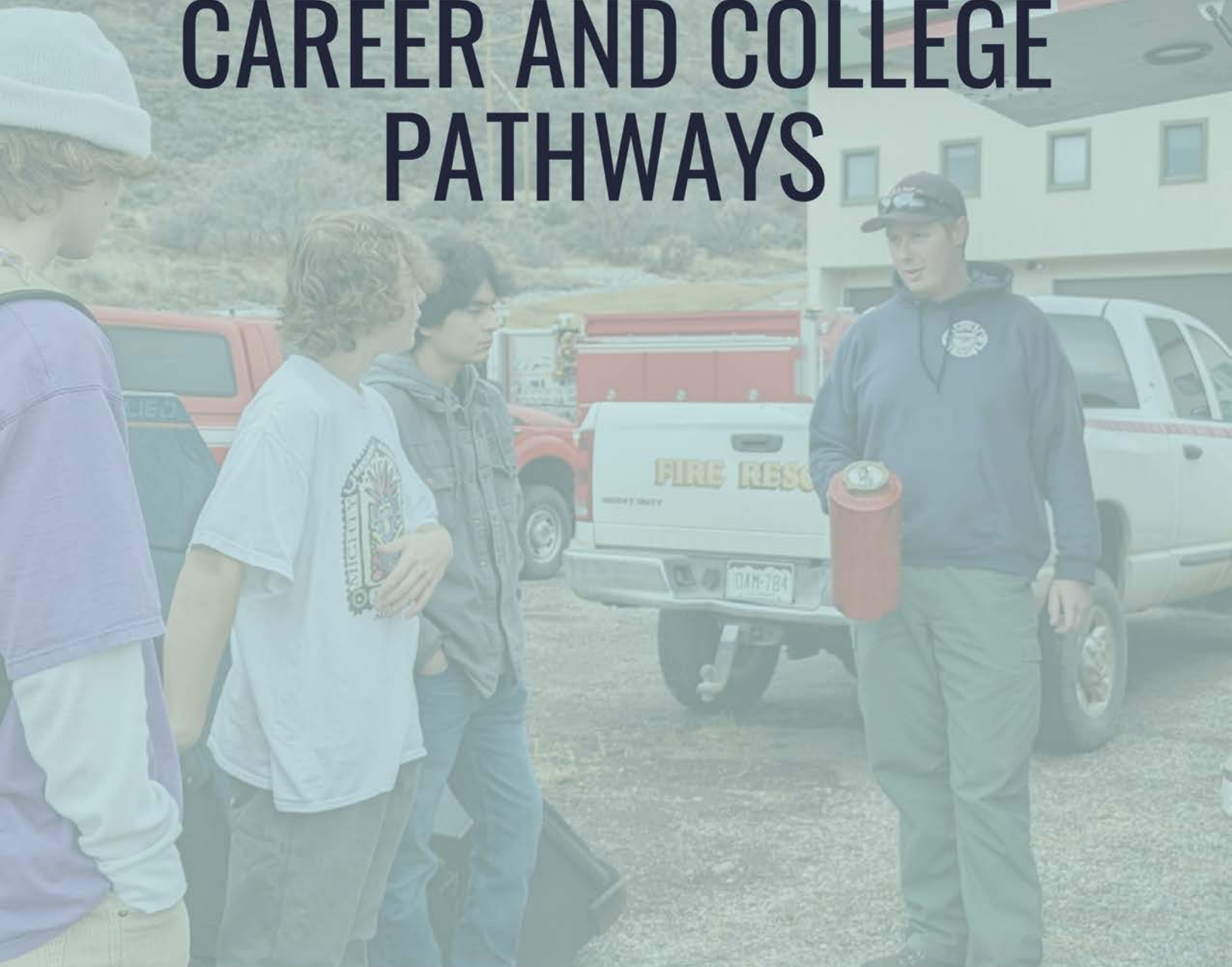
**\$3.7M (over 2 years)**

2022 Two Rural CoAction Grants

Rural CoAction funding is in partnership with SWCEC stakeholders, the San Juan BOCES, and four additional school districts: Dolores, Montezuma Cortez, Dove Creek, and Mancos.



# EXPANDING ACCESS TO CAREER AND COLLEGE PATHWAYS



# Expanding Access to Career and College Pathways

In SWCEC, expanding access to career and college pathways umbrellas the Collaborative’s goals to both increase students’ access to concurrent enrollment and industry recognized credentials and expand access to authentic learning through a variety of work-based learning experiences - all in alignment with the five focus pathways.



## Increasing Access to Concurrent Enrollment and Industry Recognized Credentials



In 2022-2023, the Collaborative surveyed existing opportunities for students and co-designed course sequences for students that will result in meaningful credential and concurrent enrollment earning before graduation.

The Collaborative aims to create throughlines across districts that allow students to access more career-aligned coursework by cross-enrolling at a “host district”. First prioritizing the Educator and Health Sciences pathways, the Collaborative will support students in accessing coursework outside of their “home district” to increase the number and variety of student opportunities without duplicating offerings, and support districts in efficiently using resources to expand what’s possible for their students.

## Increasing Access to Work-Based Learning Activities



SWCEC’s programming in work-based learning covers a wide range of activities - from 1 day job shadows to 5 day summer institutes to Mobile Learning labs and equipment enhancement - the Collaborative works to expand student access to opportunities that engage them in unconventional, real-world skill building in partnership with our regions industry leaders.

In 2022-2023, the Collaborative launched the development and piloting of a regional work-based learning platform, Career Launch Southwest. This platform aims to streamline the connection between schools, industry partners, and students across the four corners regions by offering a “one stop shop” to post and enroll in a variety of work-based learning experiences.

# SWCEC 2022-2023 Pathways: Overview

Developed by SWCEC Steering Committee, the term “pathway” for SWCEC refers to many components from classroom experiences to on-the-job training. The five focus pathways are each expanding through increasing or enhancing one or more of the components below.

## Components of a Pathway

**Coursework:** High school classes (CTE and non-CTE) and concurrent enrollment college credit.

**Work-Based Learning:** Career Exploration Events, Job Shadows, Internships.

**Summer Institutes:** Week-long summer programming designed to go deeper into content and provide authentic learning experiences.

**Counseling and Advising:** Students receive guidance and support when selecting pathway opportunities; counselors engage in a region-wide learning community and educators engage in region-wide professional learning communities.

**Student Voice and Choice:** Students can select pathways aligned to their interests.

## 2022 - 2023 Pathway Summary

1,432 students were enrolled in a SWCEC pathway-aligned course.

323 students were enrolled in a concurrent enrollment course

114 students earned an industry credential

10 teachers participated in paid professional learning communities in the Environmental and Building Trades Pathway

87 students participated in 9 job shadows with 9 industry partners

75 students participated in two week long summer institutes

# SWCEC 2022-2023 Pathways: Shared Equipment Spotlight

## Mobile Learning Labs & Shared Equipment

### Environmental

Environmental Advisors worked with SWCEC to develop a check out system for two mobile learning labs. These labs contain equipment valued at \$125,000 - rotating environmental science equipment and enhancing excursions throughout the region.

### Building Trades

SWCEC has purchased and operates a Machining & Fabrication Mobile Learning Lab with industry-grade equipment valued at \$285,000. This equipment rotates to each district's construction trades shop. Additionally, the SWCEC coordinated equipment purchasing to upgrade districts' workshops, creating equitable access to Building Trades equipment across the Four Corners' Region.

## SWCEC Equipment Gear Library

SWCEC Equipment Library is a reflection of shared purchasing through grant dollars under the previous RISE grant and will also hold future equipment purchases from the Rural CoAction grant. Currently Building Trades and Environmental equipment, SWCEC cataloged and facilitates storage of over 2,100 items worth over \$100,000.

SWCEC is thrilled this equipment is now available at no cost to all of its partners' students.



Southwest Colorado  
Education Collaborative



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Visit the library at <https://swcoedcollaborative.myturn.com/>

# CareerLaunch Southwest

**CareerLaunch Southwest** is an exciting, innovative online platform aiming to bridge the gap between industry and students. With a focus on equitable access, we created **a one stop shop, for industry to engage with educators and students to ensure all students have access to the same opportunities, regardless of their zipcode.** On the platform, industry leaders can post a variety of work-based learning opportunities accessible to all of our regions' students. SWCEC is working with our K-12 partners to streamline requirements and systems for smoother, consistent access to industry opportunities.

In 2023, SWCEC contracted RareBird to develop and pilot the platform with several rounds of stakeholder input. SWCEC has launched an engagement and recruitment strategy and efforts to populate the website with industry profiles and opportunities for students. In 2024, SWCEC will hire an intern to assist in industry partner outreach.



## Students

A work-based learning experience is a great way to empower your future and explore the real world of work. Make connections, gain experience, and build skills across a variety of career pathways.

FIND YOUR EXPERIENCE



## Employers / Community Partners

Offering work-based learning opportunities is the best way to engage with tomorrow's workforce. Build a profile and promote your business/organization.

POST YOUR OPPORTUNITY



## Educators

Help your students learn about a variety of career pathways. Connect with local businesses/organizations to set up experiential opportunities for your students.

GET STARTED

Visit the platform at [careerlaunchsw.org](https://careerlaunchsw.org)



# Environmental Pathway

The Environmental pathway was one of the two foundational pathways in the SWCEC. Work began to expand course access and work based learning opportunities in this pathway in 2021.

## 2022-2023 Enrollment, Concurrent Courses, Certificates

	Students in Pathway Aligned Courses	Students taking concurrent credit	Industry certificates
Environmental	469	14	41
Agriculture	316	--	14
Outdoor Rec	110	--	--

## Demographics

In 2022-2023 the rate of industry credential earning of Hispanic/Latino (35%) and American Indian students (9%) in the environmental pathway exceeded their representation in regional demographics (25% and 7% respectively).

## Professional Learning Community

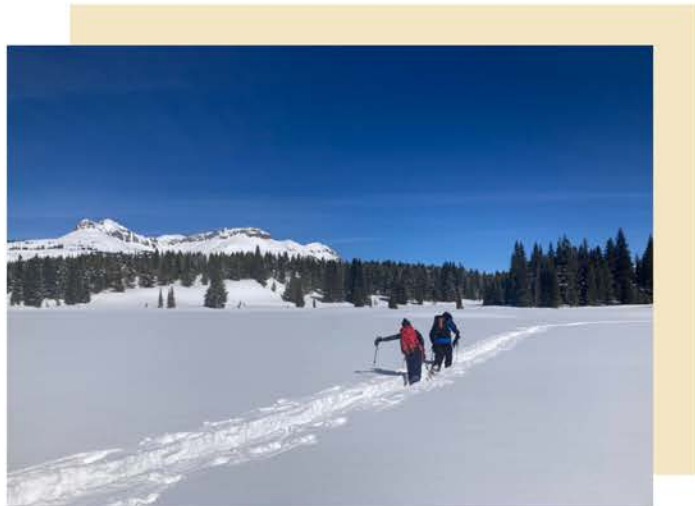
The SWCEC facilitated convenings with a group of 5 educators in the environmental pathway. Teachers met virtually, two times a month and participated in 3 professional development sessions with their cohort. Meetings focused on planning out the ECI summer institute, promoting/planning job shadows, and working through the equipment sharing process.

## Job Shadows

In 2022, the SWCEC coordinated 4 job shadows hosted by 4 industry partners, engaging 30 students.

Thank you to our partners:

- Fort Lewis College
- Pagosa Springs Building and Fire Ecology
- Durango Fire and Los Pinos Fire
- Rocky Mountain Ecology
- Colorado Parks and Wildlife
- Gleason Bison



# Environmental Pathway

## Environmental and Climate Summer Institute at Fort Lewis College

The ECI Summer Institute is a 5 day overnight experience at Fort Lewis College focused on local projects aligned to career pathways in the Environmental Sector (Agriculture/Natural Resources, Outdoor Recreation, and Water Quality). The institute stipends students for their participation to off set missed time at a paid job.

- 2023 marked the 4th year running of the ECI
- **49 students** attended in 2023, a clear increase over past years
  - 2022: 14
  - 2021: 25
- Nearly 30% of 2023 students identified as BIPOC and 25% identified as first generation college students
- Students engaged with 3 industry leaders at the ECI who lead them in a variety of activities: Give a Dam, Weasleskin Institute, and Rocky Mountain Ecology

### Student Voices from the ECI

"The camp was overall super fun and I think a great opportunity to learn more about the environmental field in general" - ECI Student

"I loved being able to do hands-on work at each site. Observing beaver habitat up close, taking tree cores and plot data, testing water and soil." - ECI Student

"ECI was very helpful in proving the concept that the conservation of land does have value to the community. We hope to participate in the future." - ECI Industry Partner

**71.5% of participants** were motivated to engage in a career in the environmental industry after engaging in this institute.



# Building Trades Pathway

## Enrollment, Concurrent Courses, Certificates

	Students in Pathway Aligned Courses	Students taking concurrent credit	Industry certificates
Building Trades	326	--	40
Welding	199	77	1

## Demographics

31% of students who earned industry credentials in the Building Trades pathway identified as students of color - 6% below the regional population of students of color who make up 37% of students in the region. 54% of students who participated in the Behind the Drywall Institute identified as students of color.

## Professional Learning Community

The Building Trades Professional Learning Community engages 5 teachers in two monthly meetings. In 2022-2023, the Building Trades PLC lanned Behind the Drywall summer institute, helped with the Building our Shared Futures event, designed the equipment rotation schedule, coordinated a regional CTE Advisory meeting, and collaborated on their Regional SkillsUSA competition.

## Job Shadows

In 2022, the SWCEC coordinated 3 job shadows hosted by 3 industry partners, engaging 28 students.

Thank you to our partners:

- Veritas Fine Homes
- FCI Contracting
- Custom Fabrication



## Educator Voices from the Building Trades PLC

"I always find it beneficial to have time to work with my fellow woods teachers. It's inspiring and helps me set goals for my program. It helps me see areas of improvement and ways we can support each other." - Molly Turner, Ignacio

Over the past few years the Building Trades PLC has been extremely helpful to me as an elective/specials teacher. Before working with SWCEC it felt very much like I was working in a vacuum in the world of education. This is due to the lack of other teachers that work with the same content in my school. Being able to collaborate and communicate with other teachers using the same language and having the same goals has been paramount for me to be an effective educator. - Peter Lutz, Durango

# Building Trades Pathway

## Summer Institute: Behind the Drywall

Behind the Drywall hosted **26 students** from Bayfield, Durango, Ignacio School Districts in 2023.

- 54% of students identified as students of color
  - 4 students were English language learners and received Spanish interpretation
  - 4 students received an employment offer from an industry partner from the connection they made.
- 
- Veritas Fine Homes hosted students at a live job site. They planned and prepared 3 of their subcontractors through conducting hands-on activities in a custom home.
  - Two industry partners (M&R Plumbing & Durango Electrical Services) planned lessons and brought hands-on activities and tools to Ignacio High School. Students engaged in a plumbing obstacle course, innovative mainline pipe repair, pipe cutting all planned by M & R Plumbing. Durango Electrical Services planned and guided students through electrical wiring using SWCEC owned equipment.
  - Integrity HVAC hosted students in their shop, planned and provided materials for a hands-on project with sheet metal that each student got to take home with them.
  - Southwest Ag hosted students at their property. Utilizing their equipment and 3 of their staff members, they set up 5 stations where students operated 5 types of heavy machinery to move dirt, boulders, and pallets.
  - SOIL Lab hosted students at their garden, provided a compost bin assembly project and general space improvements where students engaged in community service while also learning about the trades



### Student Feedback from Behind the Drywall

100% of students said they would recommend the institute to other students

62% of students were interested in starting a career in building trades after attending the summer institute

"The mentors showed me that anyone can go into the trades and be successful." - BTDW Student

# Health Sciences, Educator, and Hospitality/ Tourism Pathways

## Enrollment, Concurrent Courses, Certificates

As course sequences were developed in the Health Sciences, Educator, and Hospitality & Tourism pathways, programming offerings also expanded in 2022-2023 through a variety of work-based learning and professional development opportunities for students and staff. These sectors were targeted because of gaps in existing programming, or the desire to build out a new, high-need pathway for students.



Baseline data for students' participation in pathway aligned courses, concurrent enrollment, and industry recognized credentials is below.

	Students in Pathway Aligned Courses	Students taking concurrent credit	Industry certificates
Health Sciences	266	138	1

	Students in Pathway Aligned Courses	Students taking concurrent credit	Industry certificates
Educator	69	61	19

	Students in Pathway Aligned Courses	Students taking concurrent credit	Industry certificates
Hospitality & Tourism	168	57	--

## Baseline Data Demographics

- Students of color made up 43% of students enrolled in a pathway aligned hospitality course.
- In 2022-2023, Hispanic/Latino and American Indian students were underrepresented in concurrent enrollment and industry credential earning across these three pathways. Strategizing to better serve these students is a key focus of SWCEC's upcoming work in 2024.

# Health Sciences, Educator, and Hospitality and Tourism Pathways

## Job Shadows

13 students attended a site visit to the Animas Surgical Center through the Health Sciences pathway.  
16 students attended a job shadow at Powerhouse through the Educator pathway.

## Future Rural Teachers Conference

6 students attended the future rural teacher conference from 3 school districts at University of Northern Colorado in February, 2023. The conference offered a residential experience to students and connected them with exploration activities and speaker series to expand their understanding and interest in pursuing careers in education.



## Upcoming in 2024

The Collaborative is thrilled to launch a health sciences focused summer institute in partnership with Southwestern Colorado Area Health Education Center in the Summer of 2024. Additionally, three professional learning communities were started in each of these pathways in the Fall of 2023.



# OUR STAFF, BOARD, STEERING COMMITTEE, AND COLLABORATORS



# SWCEC Staff

*As of August 2023*

The Southwest Colorado Education Collaborative nonprofit has full time staff responsible for:

- Leading the development and implementation of strategy
  - Increasing cross-district access of shared pathway components
- Designing and implementing work-based learning job shadows, internships, summer enrichment programs, and industry relationships
- Convening stakeholders to make decisions
- Facilitating, purchasing, and managing shared equipment for equitable access
- Non profit operations & fundraising
- Serving as the spokespeople for the Collaborative and building awareness

**Jessica Morrison**

Executive Director

**Adrea Bogle**

Interim Deputy Director

**Mark Schenberger**

Career & College  
Coordinator

**Tai Rogers**

Career & College  
Coordinator

**Katrina Christensen**

Career & College  
Coordinator

**Dusty Grannis**

Operations and  
Technology Manager

**Steve Otter**

School Counselor  
Coordinator

**Chad Wheelus**

Sector Partnership  
Convenor

**Mollie Lewis**

Executive Assistant &  
Accounting Clerk



# Board of Directors

*As of August 2023*

SWCEC is a 501c3 nonprofit governed by a Board of Directors. The role of the Board is to:

- Set policy and make high-level decisions
- Hire, evaluate, and renew SWCEC Executive Director
- Monitor progress
- Approve the budget and oversee finances
- Engage in advocacy on behalf of the Collaborative

## K-12 School Districts

**Dr. Karen Cheser**

Board Chair,  
Superintendent  
Durango

**Kim White**

Board Treasurer,  
Superintendent  
Silverton

**Leon Hanhardt**

Board Secretary,  
Superintendent  
Bayfield

## Institutions of Higher Education

**Dr. Lisa Snyder**

Executive Dean  
Pueblo Community  
College Southwest

**Dr. Jenni Trujillo**

Dean, School of  
Education  
Fort Lewis College

## Community & Tribal Nation

**LaTitia Taylor**

Southern Ute  
Education Director

**Heidi Mitchell**

Habitat for Humanity  
Montezuma-Cortez

**Gina Schulz**

Parent, Ignacio  
School District

## Industry

**Troy Dyer**

Owner  
Veritas Fine Homes

# Steering Committee

*As of August 2023*

The Steering Committee's role is to:

- Advise and inform the development and implementation of strategy, and make recommendations to the Board of Directors
- Collaborate with other districts, higher education institutions, and partners
- Provide feedback on program effectiveness
- Spread the word and share successes
- Communicate relevant information back to institution

**Dr. Reece Blincoe**  
Superintendent, Dolores

**Dr. Karen Cheser**  
Superintendent,  
Durango

**Norma Conley**  
CTE Instructor, Ignacio

**Dr. Dylan Connell**  
Curriculum and PD  
Director, Durango

**Todd Cordrey**  
Superintendent, Mancos

**Chris deKay**  
Superintendent,  
Ignacio

**Janet Fogel**  
CTE Director, Mancos

**Ty Gray**  
Superintendent, Dove  
Creek

**Leon Hanhardt**  
Superintendent,  
Bayfield

**Heather Houk**  
Program Coordinator,  
Agriculture, PCC

**Kristi Lewis**  
CTE Director, Durango

**Amy Miglinas**  
Principal, Bayfield

**Jim Parr**  
Executive Director,  
Montezuma-Cortez

**Josh Sanchez**  
CTE Director, Archuleta

**Jon Smith**  
Coordinator of Teacher  
Licensure and Dual  
Enrollment, Fort Lewis

**Kim White**  
Superintendent,  
Silverton

# Thank You to Our Partners!

This work would not be possible without the dedication and support of our partners.

## SUPPORT PARTNERS



MK Consulting

## COMMUNITY PARTNERS



## INDUSTRY PARTNERS

Adept Roofing	FCI Constructors	Inspire HVAC	Rocky Mountain Ecology	Timberadge
Boss Mechanical	Fire and Ice Heating and AC	Los Pinos Fire	Shaw Solar	TL Roofs
CalCom Energy	Give a Dam	M&R Plumbing	SOIL Lab	Veritas Fine Homes
Colorado Parks and Wildlife	Gleason Bison	Morris Electric	Southwest Ag	Weasleskin Institute
Durango Electric	Growing Spaces	Nuun Construction	Studs Lumber	
Durango Fire	Ignacio Community Library Idea Lab	Powerhouse	The Smiley Building	



# The Southwest Region Aspires To:

What are our shared goals for community and economic growth? What are our hopes and dreams for each field or industry?

## Health Sciences

- Actively work toward a diverse workforce in all levels of the system
- Have the knowledge, skills and expertise to provide strong, culturally responsive access to both behavioral and physical health care for all SW Colorado residents
- Prioritize a strong foundation/survey of the occupations and fields that are available, with the development of comprehensive specialty areas
- Addresses the healthcare workforce crisis in the SW

## Educator

- Provide valuable experiences to help students explore and answer their own self-generated questions
- Allow educators who do what they do best by leveraging a co-teacher model that focuses on the whole educator and their strengths
- Promote educators as facilitators that have fluidity in area specialties
- Embed culturally responsive education practices so that all students and staff can thrive
- Support educators to meet the growing SEL and academic needs of students through the use of innovative and engaging technology.
- Elevate the perception of the education profession as a viable career
- Represent our communities and students in our educator workforce
- Ensure that our educators will be prepared for best practices (theoretically and pedagogically-ready)

## Building Trades

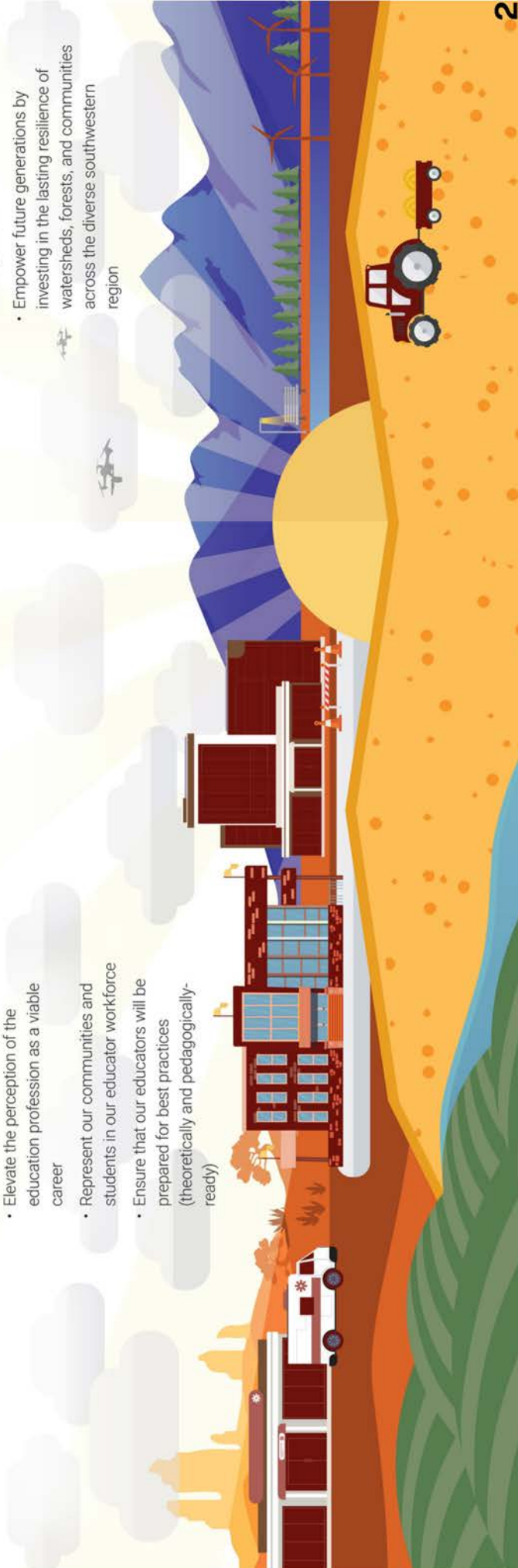
- Have a clear and reliable workforce pipeline
- Support green and sustainable building
- Foster generalist skill sets, with transferable skills across professions
- Include regulation from the state on construction trades quality of worker via recognized credentials/certifications
- Have strong industry investment in K12 education
- Educate its K12 teachers in current industry standards.

## Hospitality & Tourism

- Offer many opportunities for residents to get paid to do what they love.
- Support self-care and personal sustainability of the workforce
- Leverage new seasonal residents to contribute to the regional economy
- Balance technological advancements in the industry with the importance of human interaction.

## Environmental

- Provide local youth with the opportunities and skills needed to secure jobs in the natural resource industries essential to the southwest region
- Be responsive and adaptive to the impacts of natural disasters on the economic resilience of southwest Colorado communities
- Promote policies and education to ensure the ongoing sustainability of traditional industries through innovative approaches to food production/distribution, energy, forestry, fire science, transportation, agriculture, and wildlife & fish management
- Empower future generations by investing in the lasting resilience of watersheds, forests, and communities across the diverse southwestern region





CTE CLUSTER:

# Environmental

The environmental pathway offers a broad approach to the natural sciences. Top industries in the region include outdoor recreation, energy and natural resources and skilled trades.



WATER QUALITY PATHWAY			
Level 1	Level 2	Level 3	Level 4
<ul style="list-style-type: none"> <li>Environmental Systems I &amp; II</li> </ul>	<ul style="list-style-type: none"> <li>Advanced Studies - Water Quality I &amp; II</li> </ul>	<ul style="list-style-type: none"> <li>AP Environmental Studies</li> <li>Concurrent enrollment at Fort Lewis College</li> </ul>	<ul style="list-style-type: none"> <li>River Science Hydrology</li> <li>Watershed</li> </ul>
<b>Industry Credentials</b>	<ul style="list-style-type: none"> <li>River Science Water Quality</li> <li>River Science Hydrology</li> </ul>		
<b>Higher Ed Opportunities</b>	<a href="#">Pueblo Community College</a> <a href="#">Fort Lewis College</a>		
<b>Potential Career Outcomes &amp; Median CO salaries</b>			



**Notes on Access**

- Talk to your counselor about how you can access these courses.
- You may be able to take the courses at your high school, through a virtual format, or by traveling to a different high school in the region.



Explore more at

**My Colorado Journey**



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# Environmental

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## AGRICULTURE PATHWAY

Level 1	Level 2	Level 3	Level 4
<ul style="list-style-type: none"> <li>• Introduction to Agriculture (A/B)</li> </ul>	<ul style="list-style-type: none"> <li>• Principles of Plant Science (A/B)</li> <li>• Principles of Animal and Veterinary Sciences (A/B)</li> <li>• Principles of Ag Power, Structure and Technical Systems (A/B)</li> <li>• Principles of Ag Business (A/B)</li> <li>• Principles of Natural Resource Management (A/B)</li> </ul>	<ul style="list-style-type: none"> <li>• Concurrent Enrollment with PCC</li> <li>• Concurrent Enrollment with FLC/Farmer in Training</li> </ul>	<ul style="list-style-type: none"> <li>• Agriculture Capstone or Internship Program</li> </ul>

### Industry Credentials

Higher Ed Opportunities

[Pueblo Community College](#)

[Fort Lewis College](#)

### Potential Career Outcomes & Median CO salaries



### Notes on Access

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My Colorado  
Journey



CTE CLUSTER:

# Environmental

The environmental pathway offers a broad approach to the natural sciences. Top industries in the region include outdoor recreation, energy and natural resources and skilled trades.



## OUTDOOR LEADERSHIP & RECREATION PATHWAY

Level 1	Level 2	Level 3	Level 4
<ul style="list-style-type: none"> <li>Adventure Leadership I</li> </ul>	<ul style="list-style-type: none"> <li>Adventure Leadership II</li> </ul>	<ul style="list-style-type: none"> <li>Adventure Leadership III</li> <li>Concurrent Enrollment at Fort Lewis College: Environmental Science</li> </ul>	<ul style="list-style-type: none"> <li>Concurrent Enrollment at Fort Lewis College: Foundations of Adventure Education</li> </ul>

<b>Industry Credentials</b>	<ul style="list-style-type: none"> <li>River Science Water Quality</li> <li>River Science Hydrology</li> </ul>
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<b>Higher Ed Opportunities</b>	<a href="#">Pueblo Community College</a> <a href="#">Fort Lewis College</a>
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### Potential Career Outcomes & Median CO salaries



<b>Notes on Access</b>	<ul style="list-style-type: none"> <li>Talk to your counselor about how you can access these courses.</li> <li>You may be able to take the courses at your high school, through a virtual format, or by traveling to a different high school in the region.</li> </ul>
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Explore more at  

**My Colorado Journey**



CTE CLUSTER:

# Building Trades

The Building Trades cluster uses hands-on learning to train the next generation of the skilled trades workforce. Skills learned in the building trades cluster are in high-demand in Colorado's fast-growing economy.



## BUILDING TRADES, WOODWORKING, CABINET MANUFACTURING, WELDING PATHWAY

Level 1	Level 2
<ul style="list-style-type: none"> <li>• Building Trades I</li> <li>• Woodworking</li> <li>• Woodworking Technology</li> <li>• Cabinet Manufacturing I</li> <li>• Intro to Welding</li> </ul>	<ul style="list-style-type: none"> <li>• Building Trades II</li> <li>• Woodworking Technology II</li> <li>• Construction Systems</li> <li>• Cabinet Manufacturing II</li> <li>• Welding Tech</li> </ul>

### Industry Credentials

Higher Ed  
Opportunities

[Pueblo Community College](#)

[Fort Lewis College](#)

### Potential Career Outcomes & Median CO salaries



### Notes on Access

- Talk to your counselor about how you can access these courses as not all courses are offered at every school.
- Building Trades are supported through SWCEC via shared equipment, NOT shared courses at this time.

*Please note that courses are adapted based on staff availability and may change from time to time depending on host school. Please check with your Counselor for any updates.*



Explore more at



**My Colorado  
Journey**





CTE CLUSTER:

# Health Sciences

The Health Pathway offers students a thorough education in a high-demand field. With advancing technology, health care will change over the coming decade to become both exciting and extremely rewarding as it improves people's lives both locally and across the globe.



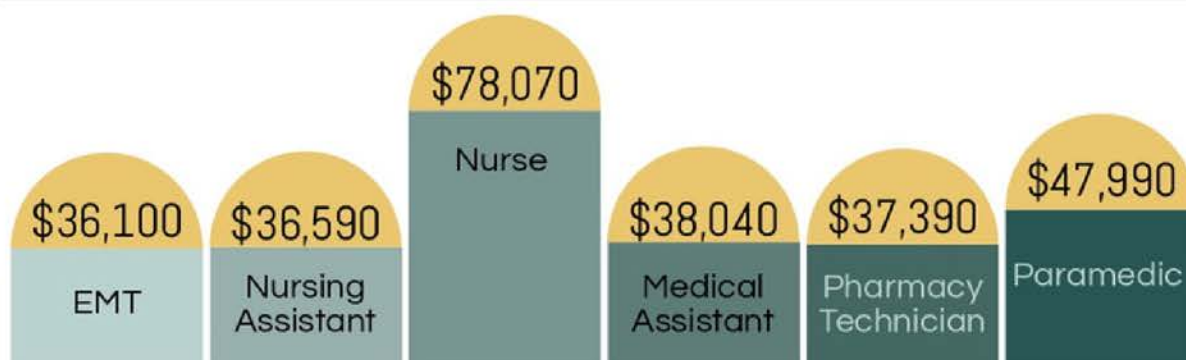
## ALLIED HEALTH PATHWAY

Level 1	Level 2	Level 3	Level 4
<ul style="list-style-type: none"> <li>Intro to Health Occupations A &amp; B</li> </ul>	<ul style="list-style-type: none"> <li>Medical Terminology</li> <li>Anatomy &amp; Physiology</li> </ul>	<ul style="list-style-type: none"> <li>Concurrent Enrollment Options at PCC as listed below</li> <li>Emergency Medical Responder</li> <li>Phlebotomy</li> </ul>	<ul style="list-style-type: none"> <li>Clinicals</li> </ul>

Industry Credentials			
	<ul style="list-style-type: none"> <li>Basic Life Support Class</li> <li>Bloodborne Pathogens</li> <li>Certified Nurse Aide</li> <li>CPR/AED</li> </ul>	<ul style="list-style-type: none"> <li>EMT</li> <li>General First Aid</li> <li>Med Assistant</li> <li>Pediatric First Aid</li> </ul>	<ul style="list-style-type: none"> <li>Pharm Tech</li> <li>Phlebotomy Tech</li> </ul>

**Higher Ed Opportunities**  
[Pueblo Community College](#)  
[Fort Lewis College](#)

### Potential Career Outcomes & Median CO salaries



#### Notes on Access

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- You may be able to take the courses at your high school, through a virtual format, or by traveling to a different high school in the region.
- Consider participating in the Health Sciences pathway today, as your region is in need of great health professionals.

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Explore more at  
  
**My Colorado Journey**



CTE CLUSTER:

# Hospitality & Tourism

The Hospitality & Tourism Pathway provides the opportunity for students to enter the Culinary pathway or the Entrepreneurship pathway. These pathways can prepare students for a career as a chef, restaurant owner, or other business owner within the community.



## ENTREPRENEURSHIP PATHWAY

Level 1	Level 2	Level 3	Level 4
<ul style="list-style-type: none"> <li>Introduction to Entrepreneurship</li> </ul>	<ul style="list-style-type: none"> <li>Marketing for the Entrepreneur</li> </ul>	<ul style="list-style-type: none"> <li>Lodging &amp; Management I &amp; II</li> <li>Business I &amp; II</li> </ul>	<ul style="list-style-type: none"> <li>Hospitality Operation</li> </ul>

### Industry Credentials

• TBD

### Higher Ed Opportunities

[Pueblo Community College](#)

[Fort Lewis College](#)

### Potential Career Outcomes & Median CO salaries



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CTE CLUSTER:

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CULINARY SERVICES PATHWAY			
Level 1	Level 2	Level 3	Level 4
<ul style="list-style-type: none"> <li>Culinary Essentials 1A &amp; 1B</li> </ul>	<ul style="list-style-type: none"> <li>Culinary Nutrition I &amp; II</li> </ul>	<ul style="list-style-type: none"> <li>Pro Start I</li> <li>Pro Start II</li> </ul>	<ul style="list-style-type: none"> <li>Pro Start Youth Apprentice</li> <li>ServSafe Manager</li> </ul>
<b>Industry Credentials</b>	<ul style="list-style-type: none"> <li>ProStart</li> <li>ServSafe Professional</li> <li>ServSafe Manager</li> </ul>		
<b>Higher Ed Opportunities</b>	<a href="#">Pueblo Community College</a> <a href="#">Fort Lewis College</a>		
<b>Potential Career Outcomes &amp; Median CO salaries</b>			



- Notes on Access**
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Explore more at

**My Colorado Journey**



CTE CLUSTER:

# Educator

The Education Cluster prepares students who are interested in a teaching career and working with youth by giving them a variety of real world experiences. Students will gain the skills needed to pursue an Education degree.



## EARLY CHILDHOOD EDUCATION (ECE) PATHWAY

Level 1	Level 2	Level 3	Level 4
<ul style="list-style-type: none"> <li>• Child Development</li> <li>• Education Exploration</li> </ul>	<ul style="list-style-type: none"> <li>• ECE 101</li> <li>• Guidance Strategies for Young Children</li> </ul>	<ul style="list-style-type: none"> <li>• Infant and Toddler Theory &amp; Practice</li> <li>• Intro to Early Childhood Lab Technique</li> </ul>	<ul style="list-style-type: none"> <li>• Practicum</li> </ul>

**Industry Credentials** Child Development Associate (CDA)

**Higher Ed Opportunities** [Pueblo Community College](#)  
[Fort Lewis College](#)

### Potential Career Outcomes & Median CO salaries



- Notes on Access**
- Talk to your counselor about how you can access these courses.
  - You may be able to take the courses at your high school, through a virtual format, or by traveling to a different high school in the region.
  - Consider participating in one of the education pathways today, as your region is in need of great early childhood teachers and K-12 classroom teachers.

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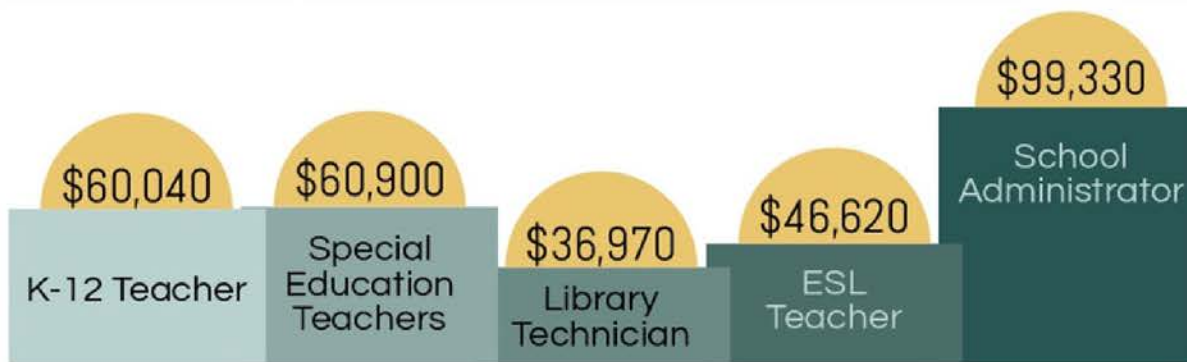


TEACHER PREPARATION PATHWAY			
Level 1	Level 2	Level 3	Level 4
<ul style="list-style-type: none"> <li>• Child Development</li> <li>• Education Exploration</li> </ul>	<ul style="list-style-type: none"> <li>• Global Perspectives</li> <li>• Children's Literature</li> </ul>	<ul style="list-style-type: none"> <li>• Teacher Cadet A &amp; B</li> </ul>	<ul style="list-style-type: none"> <li>• Practicum</li> </ul>

**Industry Credentials** Child Development Associate (CDA)

**Higher Ed Opportunities** [Pueblo Community College](#)  
[Fort Lewis College](#)

**Potential Career Outcomes & Median CO salaries**



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