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Dr. Tiffany Hernandez

Glendale Community College President

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Please consider my qualifications and experience for the position of **Work Force Development Manager (GCC North)** for Glendale Community College.

**Academic and Workforce Program Development**

A diagram of a program model

AI-generated content may be incorrect.As the Peoria Unified School District CTE Director for over ten years, I led the CTE Teams and Stakeholders in the creation of our collaborative Strategic Plans. Through the three CTE Collaborative Strategic Plans, many new systems and programs were implemented that put Peoria CTE at the top in Arizona and, top 10 nationally, according to Advance CTE. The Total CTE Program Model (rigorous classroom instruction, hands-on laboratory instruction, relevant work-based learning experiences, leadership through CTSOs, while integrating core concepts and relationship building with partners) was implemented in PUSD CTE and was recognized as a state and national best practice. TLC, Technology Life Careers, Junior High CTE Program, also implemented the Total CTE Program Model in curriculum and was instrumental in Career Exploration district wide. This teamwork resulted in multiple state and national awards, most notably are these team awards:

* 2018 Excellence in Action Award for Fire Science Stackable Credential by Advanced CTE (formerly National Association of State Directors of CTE Consortium);
* 2017 Best of the West: Quality of Life Education, WestMarc;
* 2017 Magna Award Honorable Mention, National School Boards Association;
* 2016 Excellence in Action Award for Early Childhood Education Stackable Credential by Advanced CTE (formerly National Association of State Directors of CTE Consortium);
* 2016 Innovative District Program by International Center for Leadership in Education;
* 2010 ASBA Golden Bell Winner for PUSD Technology Life Careers Program; and
* 2008 ASBA Golden Bell Runner-up for PUSD Total CTE Program.

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AI-generated content may be incorrect.Through my CTE Consulting business, *CTE Works!,* I was a facilitator-consultant for non-profit organizations in creating their collaborative strategic plans, in addition to public speaking. I had the honor of leading PUSD’s Career Development Program for students from Kindergarten to 12th Grade, called *MyLife*, from its inception through a collaborative strategic plan. This Team was recognized throughout Arizona and the nation for a cutting-edge career development program, plus won the 2013 WestMARC Life Enhancement Award. This was the foundation to the district’s Personalize Learning Program, not just career planning. Personalized Learning that leveraged technology so every student can visualize their future, creates an electronic portfolio, self-direct career and educational goals, while working with adult mentors.

As the CTE Director, Business Teacher, and Arizona Business Education and FBLA-PBL Paraprofessional, I created student competitions aligned to standard for the content area and/or CTSO standards. *The Work Force Development Manager (GCC North) creates academic and workforce program development opportunities for student success; please accept these program and team awards as some of my qualifications.*

**Development of Community and Business Partnerships**

As a business instructor at Chino Valley and Mesquite High Schools, I was the work based learning coordinator, placing students in training stations. I created a CTE Advisory Council for each program that included politicians, Chamber of Commerce members, retirees, community college, and business/industry partners. I was one of the first teachers who taught dual enrollment at both schools.

As the Peoria CTE Director, we created a two-tier advisory system, aligned to the Ohio advisory system. At the program level, each CTE program had an Advisory Council that included business/industry partners, post-secondary education institutions (including MCCCD, ASU, UofA, NAU, and GCU), community members, alumni, students, and parents. At the district level, the Peoria CTE Advisory Commission included business/industry chairs from each of the program Advisory Council, district-level post-secondary education institution partners, professional associations, legislators, and Governing Board members. The Advisory Commission was very active in the strategic planning process and created two CTE data driven decision systems – (1) CTE banding - to invest and divest away from CTE Programs and (2) high-quality CTE program measuring key performance indicators toward grant compliance, federal performance indicators, and high-quality CTE programming. This data system included robust data where program scorecards for each CTE program and a district-wide scoreboard. To move each program forward, the CTE programs had annual program tactical plans for improvement – aligned to the collaborative strategic plans. *The Work Force Development Manager (GCC North) develops community and business partnerships for student success; please accept this as my evidence of qualification (please see publications and research on my résumé).*

**Grants and Funding Opportunities**

As a Project Officer for three statutory discretionary grants for the US Department of Education, Office of Career, Technical and Adult Education, I ensured compliance with federal regulations and statutes. I received the highest grantee satisfaction surveys in over 20 years.

As the CTE Director, Peoria CTE worked with local, state and federal regulations; board policies; safety regulations; Industry certifications; program licensure/accreditation; WestMEC program compliance; and ADE program compliance, including Community Needs Assessments for CTE grants compliance. Peoria CTE complied on multiple grant regulations including:

* $3.5 million annual budget to support 29 CTE Programs from equipment to supplies, plus teacher stipends to teacher trainings, plus salaries. This budget is mainly from WestMEC (as a Satellite CTED District), Perkins Federal Grant, and State Block grants; and
* As the Western Maricopa Programs of Study Consortia Secondary Chair and Fiscal Agent, I worked with 15 west valley districts for an additional $250,000 in grants for Industry Certification, state-wide marketing plan, a state-wide reporting website and multiple trainings.

*The Work Force Development Manager (GCC North) coordinates grants and funding opportunities, while complying with regulations and laws; please accept this as my evidence of qualification.*

**Leadership**

As the Peoria CTE Director, I supervised eight staff members, which were evaluated annually, but had monthly evidence meetings, while supporting 150 CTE teachers. As the PUSD Career Services Instructional/Curriculum Specialist, I applied organizational systems to implement the vision of PUSD, PUSD CTE, and PUSD Career Services. I applied Understanding by Design (UbD) backwards-designed to curriculum creation and authentic assessment creation including rubrics for multiple CTE programs. Where 50% of CTE Teachers come from business and industry, the value of having teacher training programs is immeasurable - helping good teachers achieve great instruction through capacity development, collaborative study teams and mentoring is measured through student achievement. I managed a recognized teacher training program called CTE Master Teacher Program, annual new CTE teacher induction program, annual professional development plans, utilized and taught how to use technology as an instructional tool, and modeled data analysis to improve student results. I believe I have led by example that good educational programs need sound educational foundations from the integration of state standards (Arizona Employability and Workplace Standards, Technology Standards, Technical Standards) and core standards to curriculum development including end-of-course assessments, state technical end-of-program assessments and Peoria’s CTE Mastery of Subject Area Graduation Endorsements recognizing students for their accomplishments aligned to the Total CTE Program Model (above).

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AI-generated content may be incorrect.As an ACTEaz (Association for Career and Technical Education of Arizona) Fellow, I learned much about educational advocacy at the state and federal levels. My senior legislative project was the creation of the CTE Legislative Day. At the first conference, Governor Napolitano was our keynote speaker. At the second event, there were over 200 participants including CTE students advocating to State Legislators and their Aides and then Secretary of State Jan Brewer as keynote speaker. I was appointed by Arizona Governor Janet Napolitano to serve on the Governor’s Arizona Ready P-20 Council, specifically worked on the Task Force on Graduation Rates. Working with partners is instrumental in CTE student success.

I was nominated and selected for **two** National teaching awards:

* 2005 NASDCTEc (National Association of State Directors of Career and Technology Education Consortia, now Advance CTE) Distinguished Service Award for Secondary Teacher of the Year
* 2005 ACTE Teacher of the Year – National ACTE (Association for Career and Technical Education)

Our main responsibility at the district was “to serve our teachers” and to empower our teachers to teach – for our students to succeed. I was most flattered to be nominated by Peoria CTE teachers for these individual awards in which the nominations cited how I worked for my teachers’ and students’ success:

* 2012 ACTEaz Administrator of the Year
* 2012 Arizona FFA Administrator of the Year
* 2012 ABEA Administrator of the Year

I was one of 20 people accepted into the ED Pathways to Leadership Program. *The Work Force Development Manager (GCC North) needs to be a strong instructional leader with experience working with various stakeholders; please accept these awards as my evidence of qualification (please see relevant leadership work experience, administrative experience, and leadership experience on my résumé).*

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AI-generated content may be incorrect. For those who know me, I follow the philosophies of “The Disney Way,” that we should ***dream*** of solutions, ***believe*** that these dreams can come true, ***dare*** to accomplish them, and ***do***these dreams with passion to help students succeed. In all positions I have held, I believe in continued educational development. I am an excellent organizer, quick learner, ethical worker, and team player - with an ability to work with people of all ages. I am creative and innovative plus enjoy challenging tasks given to me. The many skills, philosophies and best practices in CTE have taught me, coupled with my educational and teaching experience should make me the strongest candidate for Work Force Development Manager (GCC North).

I am looking forward to discussing my qualifications for becoming an active member of your team.



Patti K. Beltram, Ed.D.