
2026 – 2027

PROGRAM GUIDE

MANAGEMENT AND ENTREPRENEURSHIP CLUSTER

AND BUSINESS MIDDLE SCHOOL



Alabama
Achieves
ALABAMA STATE DEPARTMENT *of* EDUCATION

ALABAMA STATE DEPARTMENT OF EDUCATION
CAREER AND TECHNICAL EDUCATION
DR. DEANA GOODWINE, EDUCATION ADMINISTRATOR
LISA WEEKS, EDUCATION SPECIALIST, MANAGEMENT AND ENTREPRENEURSHIP
SIMONE GODFREY, ADMINISTRATIVE ASSISTANT
(334) 694-4964

This cluster prepares high school students for careers in the field of business management and administration in three career programs: Business Administrative Services, Business Information Technology, and Management. Rigorous instruction is provided to equip learners with knowledge and skills for college and career readiness.

****Courses highlighted in yellow are shared with other clusters. See “Shared Courses” table on page 5 for additional details.**

Career Pathway Program	Business Administrative Services Program (Must teach three courses from this program list within two years.) This program is for students who are interested in pursuing careers in business administration and management. Courses provide an overview of career opportunities, which are available in every sector of the economy and require specific skills in organization, time management, customer service, communication, and effective use of technology.		
	Career Pathway Program Courses	Career Readiness Indicator (CRI)	In Demand Occupations
12061E1000	AP Business with Personal Finance ***	• Adobe Certified Professional – Dreamweaver • Adobe Certified Professional – Illustrator • Adobe Certified Professional – InDesign • Adobe Certified Professional – Photoshop • Adobe Certified Professional – Premiere Pro • ASK Institute – Concepts of Business Management • ASK Institute – Concepts of Entrepreneurship • ASK Institute – Fundamental Business Concepts • Certipoint – Entrepreneurship and Small Business (must hold concentrator status) • Certipoint – Critical Career Skills: Professional Communication • IC3 Global Standard 6 (or higher) Three Exams Required • Microsoft Office – Access Expert 2019/O365 • Microsoft Office – Excel Expert 2019/O365 • Microsoft Office – Word Expert 2019/O365 • Microsoft Office Specialist (MOS) – Excel Associate 2019/O365 • Microsoft Office Specialist (MOS) – Word Associate 2019/O36 • Microsoft Office Specialist (MOS) – Associate 2019/O365 (Both Areas are REQUIRED): – Outlook Associate – PowerPoint Associate • Skills for Success – Customer Service • Skills for Success – Mastering the Customer Experience	• Business and Development Manager • Assistant Manager • Chief Executive Officer • Entrepreneur • Executive Assistant • Fundraisers • General Operations Manager • Human Resources Managers • Human Resources Specialists • Industrial Production Managers • Labor and Personnel Relations Specialist • Legal Secretary • Management Analyst • Meeting, Convention, & Event Planners • Office Manager/Administrator • Operations Analyst • Purchasing Managers • Receptionist & Information Clerks • Stockers and Order Fillers • Training and Development Specialist
02154G1001	Business and Consumer Mathematics		
12054G1001	Business and Legal Concepts		
12009G1001	Business Communications		
12002G1002	Business Essentials		
12059E10HL	Business Management, HL, IB		
12059E10SL	Business Management, SL, IB		
10005G1001	Business Software Applications I		
10005G1002	Business Software Applications II		
12047G1003	Career Pathway Project – Business Management and Administration		
22998G1014	Cooperative Education		
12047G1002	CTE Lab in Business Management & Administration		
12166G1002	Customer Service and Sales		
12051G1000	Foundations of Business Leadership		
12056G1001	International Business Concepts		
12098G1050	Internship in BMA		
	*** NOTE: Mandatory Advanced Placement (AP) training required for instructors prior to teaching AP courses.		

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Career Pathway Program	Business Information Technology Program (Must teach three courses from this program list within two years.) This program is for students who are interested in pursuing careers in business information technology. Courses provide an overview of career opportunities, which are available in every sector of the economy and require specific skills in basic computer programming, print and digital media, information management, and other effective uses of technology.		
Course Number	Career Pathway Program Courses	Career Readiness Indicator (CRI)	In Demand Occupations
10157E1000	**AP Computer Science A – Math and/or Science credit eligible	• Adobe Certified Professional – Dreamweaver • Adobe Certified Professional – Illustrator • Adobe Certified Professional – InDesign • Adobe Certified Professional – Photoshop • Adobe Certified Professional – Premiere Pro • ASK Institute – Concepts of Business Management • ASK Institute – Concepts of Entrepreneurship • ASK Institute – Fundamental Business Concepts • Certipoint Information Technology Specialist (ITS) – Databases • Certipoint Information Technology Specialist (ITS) – HTML & CSS • Certipoint Information Technology Specialist (ITS) – HTML5 Application Development • Certipoint Information Technology Specialist (ITS) – Java • Certipoint Information Technology Specialist (ITS) – JavaScript • Certipoint Information Technology Specialist (ITS) – Python • Certipoint Information Technology Specialist (ITS) – Software Development • IC3 – Global Standard 6 (or higher) – Three Exams Required • Microsoft Office – Access Expert 2019/O365 • Microsoft Office – Excel Expert 2019/O365 • Microsoft Office – Word Expert 2019/O365 • Microsoft Office Specialist (MOS) – Excel Associate 2019/O365 • Microsoft Office Specialist (MOS) – Word Associate 2019/O365 • Microsoft Office Specialist (MOS) – Associate 2019/O365 (Both Areas are REQUIRED): – Outlook Associate – PowerPoint Associate • Oracle Certified Associate (OCA) – Java Programmer • QuantHub – Applied Data Skills	• AI Generator • Business and Development Manager • Chief Executive Officer • Computer User Support Systems Administrators • Computer and Information System Manager • Computer Systems Engineer/Architect • Data Analyst • Data Management • Data Scientist • Entrepreneur • Executive Assistant • Fundraisers • General Operations Manager • Human Resources Managers • Human Resources Specialists • Industrial Production Managers • Information Security Analysts • Labor and Personnel Relations Specialist • Legal Secretary • Management Analyst • Meeting, Convention, & Event Planners • Network & Computer Systems Administrators • Office Manager • Operations Analyst • Purchasing Managers • Receptionist & Information Clerks • Software Developer • Stockers and Order Fillers • Training and Development Specialist • Web Developers • Database Administrators
10019E1000	**AP Computer Science Principles – Math and/or Science credit eligible		
10024E1000	AP Cybersecurity		
22161G1001	Artificial Intelligence		
12002G1002	Business Essentials		
10005G1001	Business Software Applications I		
10005G1002	Business Software Applications II		
12047G1003	Career Pathway Project – Business Management and Administration		
10205G1001	Computer Game & Simulation Programming		
10159E10HL	Computer Science, HL, IB		
10013G1000	Computer Science Essentials – PLTW*		
10151G1001	Computer Science for Business		
10159E10SL	Computer Science, SL, IB		
22998G1014	Cooperative Education		
12047G1002	CTE Lab in Business Management & Administration		
10020G1011	Cybersecurity I		
10020G1012	Cybersecurity II		
10020G1013	Cybersecurity III		
10052G1001	Data Analytics		
11153G1001	Digital Media Design		
11153G1002	Digital Publications Design		
10012G1001	**Exploring Computer Science – Math and/or Science credit eligible		
10051G1001	Information Management		
10012G1002	*Introduction to Computer Science – TEALS		
10011G1000	Introduction to Digital Literacy and Computer Science - ACCESS		
10206G1001	Mobile Application Development*		
10152G1001	Programming Foundations – Math and/or Science credit eligible		
12098G1050	Internship in BMA		
05254G1004	Web Development		
NOTE: *LEAs must contact TEALS for additional information prior to utilizing the course code listed above, as it does require submission of an application, an interview, and a signed partnership agreement. ** LEAs must contact the ALSDE Computer Science specialist prior to utilizing the course codes listed to obtain information for required training and curriculum material. ** NOTE: Mandatory Advanced Placement (AP) training required for instructors prior to teaching AP courses.			

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Career Pathway Program	Management Program		
	(Must teach three courses from this program list within two years.)		
	This program is for students who are interested in pursuing careers in management. Courses provide an overview of career opportunities, which are available in every sector of the economy and require specific skills that plan, organize, direct, and evaluate all or part of a business organization through allocation and use of financial, human and material resources, and effective use of technology.		
Course Number	Career Pathway Program Courses	Career Readiness Indicator (CRI)	In Demand Occupations
12061E1000	AP Business with Personal Finance ***	• Adobe Certified Professional – Dreamweaver • Adobe Certified Professional – Illustrator • Adobe Certified Professional – InDesign • Adobe Certified Professional – Photoshop • Adobe Certified Professional – Premiere Pro • ASK Institute – Concepts of Business Management • ASK Institute – Concepts of Entrepreneurship • ASK Institute – Fundamental Business Concepts • Certipoint – Entrepreneurship and Small Business (must hold concentrator status) • Certipoint Information Technology Specialist (ITS) – Databases • IC3 – Global Standard 6 (or higher) – Three Exams Required • Microsoft Office – Access Expert 2019/O365 • Microsoft Office – Excel Expert 2019/O365 • Microsoft Office – Word Expert 2019/O365 • Microsoft Office Specialist (MOS) – Excel Associate 2019/O365 • Microsoft Office Specialist (MOS) – Word Associate 2019/O365 • Microsoft Office Specialist (MOS) – Associate 2019/O365 (Both Areas are REQUIRED): – Outlook Associate – PowerPoint Associate • National Retail Federation – National Professional Certification in Customer Service and Sales • QuantHub – Applied Data Skills • Skills for Success – Customer Service • Skills for Success – Mastering the Customer Experience	• Business and Development Manager • Chief Executive Officer • Digital Marketing Manager • Entrepreneur • Executive Assistant • Financial Analyst • Fundraisers • General Operations Manager • Human Resources Managers • Human Resources Specialists • Industrial Production Managers • Labor and Personnel Relations Specialist • Legal Secretary • Management Analyst • Meeting, Convention, & Event Planners • Office Manager • Operations Analyst • Project Manager • Purchasing Managers • Receptionist & Information Clerks • Sales Manager • Stockers and Order Fillers • Supply Chain Managers • Training and Development Specialist
12002G1002	Business Essentials		
12059E10HL	Business Management, HL, IB		
12059E10SL	Business Management, SL, IB		
10005G1001	Business Software Applications I		
12047G1003	Career Pathway Project – Business Management and Administration		
22998G1014	Cooperative Education		
12047G1002	CTE Lab in Business Management & Administration		
12166G1002	Customer Service and Sales		
10052G1001	Data Analytics		
12105G1001	Economics and Financial Services		
12053G1000	Entrepreneurship		
16202G1001	Event Planning and Management		
12051G1000	Foundations of Business Leadership		
12159G1001	Hospitality Management & Marketing		
12058G1001	Human Resource Management		
12056G1001	International Business Concepts		
12002G1003	Project Management		
12098G1050	Internship in BMA		
	*** NOTE: Mandatory Advanced Placement (AP) training required for instructors prior to teaching AP courses.		

Career Pathway Program	Business Middle School Program		
	This program is for students in grades 6-8 who are interested in exploring careers in business. Courses provide an overview of career opportunities, which are available in every sector of the economy and require specific skills in organization, time management, customer service, communication, and effective use of technology.		
Course Number	Career Pathway Program Courses	Career Readiness Indicator (CRI)	In Demand Occupations
12001G0808	Business Skills Development	N/A	• Business and Development Manager • Chief Executive Officer • Entrepreneur • Executive Assistant • General Manager • Human Resources Manager • Labor and Personnel Relations Specialist • Legal Secretary • Management Analyst • Office Manager • Operations Analyst • Receptionist • Training and Development Specialist
22151G0608	Career Explorations		
22153G0512	Career Preparedness - A		
10012G0608	Computer Science Discoveries*		
11153G0808	Digital Media Skills Development		
11153G0608	Digital Technology		
12053G0808	Entrepreneurship & Financial Skills Development		
12001G0607	Exploring Business Management and Administration, Finance, & Marketing Career Clusters		
12001G0888	Introduction to Business Management and Administration, Finance, & Marketing Career Clusters		
10152G0808	Introduction to Programming		

*NOTE: Instructor must complete high quality professional development/training or certification to teach this course.

2026– 2027 Subject and Personnel Codes
Management and Entrepreneurship Cluster and Business Middle School Program

Management and Entrepreneurship Cluster Courses			
Course Number	Course Name	Course Number	Course Name
12061E1000	AP Business with Personal Finance***	10020G1011	Cybersecurity I
10157E1000	AP Computer Science A – Math and/or Science credit eligible***	10020G1012	Cybersecurity II
10019E1000	AP Computer Science Principles – Math and/or Science credit eligible***	10020G1013	Cybersecurity III
22161G1001	Artificial Intelligence	12166G0501	Customer Service and Sales – ½ credit
10024E1000	AP Cybersecurity***	12166G1002	Customer Service and Sales
02154G1001	Business and Consumer Mathematics	10052G1001	Data Analytics
12054G0501	Business and Legal Concepts – ½ credit	11153G1001	Digital Media Design
12054G1001	Business and Legal Concepts	11153G1002	Digital Publications Design
12009G0501	Business Communications – ½ credit	12105G1001	Economics and Financial Services
12009G1001	Business Communications	12053G1000	Entrepreneurship
12002G1002	Business Essentials	16202G1001	Event Planning and Management
12059E10HL	Business Management, HL, IB	10012G1001	Exploring Computer Science – Math and/or Science credit eligible
12059E10SL	Business Management, SL, IB	12051G1000	Foundations of Business Leadership
10005G1001	Business Software Applications I	12159G1001	Hospitality Management & Marketing
10005G1002	Business Software Applications II	12058G1001	Human Resource Management
12047G1003	Career Pathway Project in Business Management & Administration	10051G1001	Information Management
10012G0608	Computer Science Discoveries*	12056G1001	International Business Concepts
10205G1001	Computer Game & Simulation Programming	12056G0501	International Business Concepts – ½ credit
10013G1000	Computer Science Essentials – PLTW*	10012G1002	Introduction to Computer Science – TEALS
10151G1001	Computer Science for Business	10011G1000	Introduction to Digital Literacy and Computer Science - ACCESS
10159E10HL	Computer Science, HL, IB	10206G1001	Mobile Application Development
10159E10SL	Computer Science, SL, IB	10152G1001	Programming Foundations – Math and/or Science credit eligible
22998G1014	Cooperative Education	12002G1003	Project Management
12047G1002	CTE Lab in Business Management & Administration	12098G1050	Internship in BMA
*NOTE: Instructor must complete high quality professional development/training or certification to teach this course.		05254G1004	Web Development
***NOTE: Mandatory Advanced Placement (AP) training required for instructors prior to teaching AP courses.			

Middle School Program Courses	
Course Number	Course Name
12001G0808	Business Skills Development
22151G0608	Career Explorations
22153G0512	Career Preparedness - A
10012G0608	*Computer Science Discoveries
11153G0808	Digital Media Skills Development
11153G0608	Digital Technology
12053G0808	Entrepreneurship & Financial Skills Development
12001G0607	Exploring Business Management and Administration, Finance, & Marketing Career Clusters
12001G0888	Introduction to Business Management and Administration, Finance, & Marketing Career Clusters
10152G0808	Introduction to Programming
*NOTE: Instructor must complete high quality professional development/training or certification to teach this course.	

Shared Courses			
Course Number	Course Name	Cluster(s)	Required Year to Implement COS
10157E1000	AP Computer Science A – Math and/or Science credit eligible	Information Technology	N/A
10019E1000	AP Computer Science Principles – Math and/or Science credit eligible	Information Technology	N/A
12061E1000	AP Business with Personal Finance	Financial Services, Management and Entrepreneurship, Agriculture, Marketing and Sales, Healthcare and Human Services	N/A
10024E1000	AP Cybersecurity	Digital Technology	
22161G1001	Artificial Intelligence	Digital Technology	
12009G0501	Business Communications – ½ credit	Finance Marketing	2022-2023
12009G1001	Business Communications	Finance Marketing	2022-2023
10005G1001	Business Software Applications I	Finance Marketing	2022-2023
12154G1023	Buying and Selling Real Estate	Marketing	2022-2023
10205G1001	Computer Game & Simulation Programming	Information Technology	2022-2023
10013G1000	Computer Science Essentials – PLTW	Information Technology	N/A
10012G0608	Computer Science Discoveries	Information Technology	2022-2023
10159E10HL	Computer Science, HL, IB	Information Technology	N/A
10159E10SL	Computer Science, SL, IB	Information Technology	N/A
22998G1014	Cooperative Education	Finance Marketing	N/A
12166G0502	Customer Service and Sales – ½ credit	Marketing	2022-2023
12166G1002	Customer Service and Sales – 1 credit	Marketing	2022-2023
10052G1001	Data Analytics	Finance Marketing	2022-2023
10020G1011	Cybersecurity I	Digital Technology	
10020G1012	Cybersecurity II	Digital Technology	
10020G1013	Cybersecurity III	Digital Technology	
12105G1001	Economic and Financial Services	Finance	2022-2023
12053G1000	Entrepreneurship	Finance Marketing	2022-2023
16202G1001	Event Planning and Management	Hospitality & Tourism Human Services	2022-2023
10012G1001	Exploring Computer Science – Math and/or Science credit eligible	Information Technology	N/A
12051G1000	Foundations of Business Leadership	Marketing	2022-2023
10012G1002	Introduction to Computer Science – TEALS	Information Technology	2022-2023
10011G1000	Introduction to Digital Literacy and Computer Science - ACCESS	Information Technology	N/A
10206G1001	Mobile Application Development	Information Technology	2022-2023
10152G1001	Programming Foundations – Math and/or Science credit eligible	Information Technology	2022-2023
12002G1003	Project Management	Finance Marketing	2022-2023

General Note: Course descriptions and content standards for most courses are located on the Alabama Department of Education website at: [Alabama Achieves | Career and Technical Education | Courses of Study](#).

College and Career Readiness Indicator Course Matrix

Program Name	Business Administrative Services	Business Information Technology	Management
Foundation Course(s)	Business Essentials	Business Essentials	Business Essentials
	Business Software Applications I	Business Software Applications I	Business Software Applications I
Concentrator Course(s)	AP Business with Personal Finance	AP Computer Science A	AP Business with Personal Finance
	Business and Consumer Mathematics	AP Computer Science Principles	Business Management, HL, IB
	Business and Legal Concepts	AP Cybersecurity	Business Management, SL, IB
	Business Communications	Business Software Applications II	Customer Service and Sales
	Business Management, HL, IB	Computer Game & Simulation Programming	Data Analytics
	Business Management, SL, IB	Computer Science Essentials – PTLW	Economics and Financial Services
	Business Software Applications II	Computer Science for Business	Entrepreneurship
	Customer Service and Sales	Computer Science, HL, IB	Event Planning and Management
	Foundations of Business Leadership	Computer Science, SL, IB	Foundations of Business Leadership
	International Business Concepts	Cybersecurity I	Hospitality Management & Marketing
		Cybersecurity II	Human Resource Management
		Cybersecurity III	International Business Concepts
		Data Analytics	Project Management
		Digital Media Design	
		Digital Publications Design	
		Exploring Computer Science	
		Information Management	
		Introduction to Computer Science – TEALS	
		Introduction to Digital Literacy and Computer Science - ACCESS	
		Mobile Application Development	
Capstone Course(s)	Career Pathway Project in Business Management & Administration	Career Pathway Project in Business Management & Administration	Career Pathway Project in Business Management & Administration
	Cooperative Education	Cooperative Education	Cooperative Education
	CTE Lab in Business Management & Administration	CTE Lab in Business Management & Administration	CTE Lab in Business Management & Administration
	Internship in BMA	Internship in BMA	Internship in BMA

To meet the CCR Indicator as a CTE completer, a student must earn three (3.0) credits with the grade of a “C” or higher in CTE courses that are part of an approved CTE program of study. Additional requirements are outlined in [FY25-2048 Updates on Career and Technical Education Completer Status](#).

This matrix is intended for general guidance on the CCR completer status and is subject to change. For all CTE programming information, please refer to the CTE Cluster specific Program Guide. It contains a list of approved CTE programs, valid course numbers, approved Career Readiness Indicators (CRIs), and in demand occupations. ***Courses are listed in alphabetical order, not in sequential order.**