



# Career & Technical Education

*By Heather Sinkler, Career and Technical Resource Educator*

## Student and Teacher Success in CTE

Career and Technical Education courses play a crucial role in preparing students for the workforce by providing them with practical skills, industry knowledge, and career readiness. Effective instruction in these courses requires a strong foundation in Tier One instruction – high-quality, evidence-based teaching strategies that ensure all students receive essential skills and knowledge. Instructional coaching further enhances this process by providing educators with support, guidance, and professional development to refine their teaching practices.

### Understanding Tier One Instruction in CTE

Tier One instruction refers to the core instructional strategies used in a classroom setting to engage all students in meaningful learning experiences. In the context of CTE, Tier One instruction incorporates:

- **Explicit Direct Instruction:** Clearly explaining concepts, modeling skills, and providing structured practice opportunities.
- **Active Learning:** Encouraging hands-on experiences, project-based learning, and real-world applications.
- **Differentiation:** Adapting teaching methods to meet the diverse learning needs of students, including those with varying levels of prior knowledge and skill proficiency.
- **Assessment and Feedback:** Using formative and summative assessments to monitor student progress and provide timely, constructive feedback.
- **Workplace Readiness Integration:** Embedding Career Ready Practices and professional skills such as communication, teamwork, responsibility, technical skills, and problem-solving into lessons.

When implemented effectively, Tier One instruction ensures that all students, regardless of background or ability level, receive equitable access to high-quality learning opportunities in CTE.

### The Role of Instructional Coaching in Supporting Tier One Instruction

In Fargo Public Schools, instructional coaching is a collaborative process that provides educators with ongoing professional development and support to enhance their instructional practices. As the Career and Technical Resource Educator, I am able to provide this assistance to CTE teachers through the following:



# Career & Technical Education, continued

- **Observations and Feedback:** I may observe classroom instruction, provide constructive feedback, and suggest strategies to improve lesson effectiveness.
- **Professional Development:** I offer training on best practices, technology integration, and industry-specific teaching methods, either one-on-one or in groups.
- **Co-Teaching and Modeling:** I demonstrate effective instructional techniques and co-teaching lessons to support teachers in implementing new strategies.
- **Collaboration and Support:** I facilitate professional learning communities and encouraging peer collaboration among CTE instructors.

## Benefits of Effective Tier One Instruction and Coaching in CTE

The combination of strong Tier One instruction and instructional coaching leads to numerous benefits for both educators and students, including:

- **Improved Student Engagement:** Active learning strategies make lessons more engaging and relevant to students' career interests.
- **Higher Achievement Levels:** Clear instruction and differentiated support help students master technical skills and academic concepts.
- **Stronger Workforce Preparation:** CTE programs aligned with industry standards better prepare students for future careers.
- **Enhanced Teacher Effectiveness:** Ongoing coaching helps educators refine their methods and stay updated with best practices in CTE instruction.
- **Recognition and Motivation:** Honoring student achievement through National Technical Honor Society and other programs boosts student morale and encourages continued success.

## Student Support for School Success

Student success in CTE courses depends on continuous monitoring and recognition of their achievements. Another role as the CTRE is to monitor student progress. Effective student monitoring includes:

- **Tracking Progress:** Utilizing assessment tools and performance metrics to measure student growth and provide targeted interventions when needed.
- **Individualized Support:** Identifying students who need additional help and implementing personalized learning plans to ensure mastery of skills.



# Career & Technical Education, continued

## Celebrating CTE Student Achievement

Fargo Public Schools has launched the **National Technical Honor Society** to honor student achievement. NTHS celebrates outstanding student performance by:

- Why? To recognize students who demonstrate exceptional skill proficiency, leadership, and work ethic in CTE courses.
- How? Recipients must demonstrate a 3.5 GPA in a CTE pathway, 3.0 GPA overall, and enrolled in a CTSO co-curricular such as DECA, FBLA, FCCLA, Skills USA, and HOSA
- What is the benefit? NTHS recipients may qualify for scholarship opportunities to support their continued education and career advancement.



2024 was the inaugural year of NTHS in Fargo Public Schools, and we are preparing for our second annual induction ceremony and celebration on April 2, 2025. During this ceremony, both students and their teachers will be recognized for their contributions.

Tier One instruction is the foundation of successful CTE courses, ensuring that all students gain the knowledge and skills necessary for career success. Instructional coaching supports this by equipping educators with the tools, strategies, and feedback they need to continuously improve their teaching. Additionally, student monitoring and recognition through programs like the National Technical Honor Society play a crucial role in fostering motivation and celebrating achievements. By investing in high-quality instruction, professional development, and student recognition, our schools can enhance student outcomes and better prepare the workforce of the future.

