

Career Technical Education (CTE) Pathway Teacher

DEFINITION:

Under the general supervision of the site administration, the Career Technical Education (CTE) Pathway teacher is responsible for delivering standards-based instruction within an approved CTE industry sector pathway and for ensuring the integrity, development, compliance, and sustainability of that pathway.

The CTE Pathway Teacher integrates academic and technical content, prepares students for postsecondary education and workforce readiness, maintains industry-aligned learning environments, and serves as a liaison between the school district and industry partners.

QUALIFICATIONS:

Education:

- Valid California Teaching Credential authorizing service in the assigned grade level or subject area(s), including an English Learner Authorization, CLAD or equivalent.
- Experience in industry practices, tools, or systems within the assigned CTE sector is desirable.

DISTINGUISHING CHARACTERISTICS:

This classification differs from the general classroom teacher role in that it includes responsibilities for:

- Developing and maintaining industry alignment through advisory committee engagement and partnerships with industry, postsecondary institutions, and community organizations.
- Compliance with state and federal CTE accountability requirements including grant compliance specifications
- Advising a Career Technical Student Organization (CTSO)

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Instructional Responsibilities:

- Deliver instruction aligned to the California CTE Model Curriculum Standards and academic standards.
- Develop a curriculum that integrates technical knowledge, applied learning, and employability skills.
- Provide hands-on project-based instruction utilizing industry-relevant tools, equipment, and technology.
- Prepare students for industry-recognized certifications, portfolio development, and post-secondary pathways.
- Maintain ongoing professional growth aligned to instructional practice and relevant industry sector developments.
- Differentiate instruction to meet diverse learner needs.

CTE Pathway Program Management, Leadership, and Coordination:

- Collaborate with district CTE leadership to support program evaluation, compliance audits, and submission of state and federal documentation.
- Manage pathway budgets for materials, tools, consumables, and grant-funded equipment.
- Support student participation in Career and Student Technical Organizations (CTSOs) and attainment of industry certifications.
- Establish and maintain industry partnerships and engage advisory committees.

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- Support dual enrollment and partnerships with community colleges, universities, and training providers.
- Represent the pathway at district events, community showcases, industry site visits, and advisory meetings.
- Coordinate student participation in industry challenges, service-learning projects, and community-based design-build work.
- Promote student recruitment and pathway completion.

Laboratory/Shop Oversight and Safety:

- Maintain specialized instructional spaces including labs, shops, and technical learning environments and ensure compliance with district safety policies and industry safety standards.
- Enforce safety protocols and require appropriate use of personal protective equipment (PPE) to ensure safe operation of machinery and equipment.
- Maintain documentation of safety certification and training records for students and staff as required.

Professional Responsibilities:

- Attend professional meetings such as staff meetings, PLCs, and professional development with a spirit of collaboration.
- Support and collaborate with colleagues to promote school culture
- Attend student focused meetings such as Individualized Education Plan (IEP) meetings, 504 meetings, and parent conferences.
- Follow established policies and procedures for reporting incidents such as child abuse, substance abuse, harassment, and violence
- Perform other non-instructional duties according to school and district policies and procedures: such as, but not limited to substitute plans, independent study, and attendance

Other:

- Perform other reasonable duties related to this position

KNOWLEDGE:

- California CTE Model Curriculum Standards
- Industry sector practices and workforce expectations, including work-based learning frameworks and the CGET accountability measures.
- Industry-standard software, tools, equipment, and safety procedures relevant to the assigned CTE sector.
- California State Standards for the Teaching Profession
- Knowledge of teaching strategies and classroom management
- Data collection, management, analysis, and record keeping

ABILITIES AND SKILLS:

Specific skill-based competencies required to satisfactorily perform the functions of the job include:

- Ability to plan, organize, prioritize and manage time
- Ability to communicate effectively with students, families, peers, administrators, and community partners.
- Ability to build and maintain professional industry relationships.

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- Ability to manage multi-phase technical projects with materials, timelines, budgets, and safety considerations.
- Ability to coach students through extended projects that may include iterative design processes, technical troubleshooting, and professional-quality revisions and presentations.
- Ability to analyze and report student and program performance.

PHYSICAL REQUIREMENTS:

Physical abilities: include

- Manual dexterity is sufficient to operate technical equipment and instructional technology.
- The mobility to stand, stoop, balance, reach overhead, kneel and bend.
- Physical mobility is sufficient to move about the work environment, and possibly from site to site.
- May require physical strength to push, pull, or lift up to 25 -50 pounds depending on pathway assignment.
- The job requires the accurate perception of sound, near and far vision, depth perception, handling and working with educational materials and objects, and providing oral information and direction.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

- May involve moderate to high noise levels depending on equipment and instructional activities
- May require use of PPE
- Employees in this position will be required to work in classroom, industry-based spaces, and off-site environments and come in direct contact with district staff and the public.