

## **Fresno DS CTE Credential Program**

### **Summary of Program Changes Since 2023 Submission**

The Fresno County Office of Education's Designated Subjects (DS) Career Technical Education (CTE) Credential Program has implemented several substantial changes since the 2023 submission. These updates reflect our ongoing commitment to continuous program improvement, strong alignment with program standards, and high-quality support for candidates and mentors.

#### **Course Program and Development**

Since the last visit, the program has engaged in a more thorough reflection of its coursework and program structure. Due to shifts away from the former Early Orientation course previously hosted by an external vendor and commonly shared among credential programs, the team elected to develop a new, locally designed [Early Orientation](#) course. This change prompted additional updates across the program, including revisions to [Course Outlines](#) and the standards alignment matrix to ensure full coherence with current program standards. The updated [Matrix](#) now provides a more detailed representation of where each standard is introduced, practiced, and assessed. The accompanying attachments include specific course slide decks, instructional materials, rubrics, student samples, and examples of feedback students received.

As these updates were developed, the program also incorporated feedback and data collected from mentors, candidates, and administrators to further refine materials and strengthen alignment. Collectively, this work reflects the program's commitment to continuous improvement and to strengthening alignment with current standards and the evolving needs of the profession.

#### **Portfolio and Assessment**

The program also revised [portfolio requirements](#) to strengthen reflection and demonstrate competency. A culminating portfolio artifact was added, requiring candidates to record and submit a final video presentation guided by reflective questions. This new element serves as a comprehensive review of candidate growth, program impact, and alignment with standards.

#### **Professional Learning and Collaboration**

In response to candidate feedback seeking more direct interaction, the program launched a blended approach to professional learning. Seven new [targeted training sessions](#) were added this year (six required), incorporating [live mentor-led breakout sessions](#) for collaboration through Zoom. Also, a hybrid spring live meeting option was also introduced,

providing synchronous online participation for the first module of CTE 101.

To deepen industry and community connections, the program invites new teachers to attend Fresno ROP events such as the [Fall Conference](#) and [Spring Advisory](#) to experience and foster collaboration with postsecondary institutions and industry partners. This option gives new teachers meaningful exposure to high-quality CTE practices, industry engagement opportunities, and peer mentoring within related pathways.

### **Program Data and Coaching**

A major enhancement has been the redesign of [Mentor Logs](#) and coaching data collection. The updated system uses Google Forms to capture monthly coaching interactions that are more focused, reflective, and explicitly aligned to the [Teacher Performance Expectations \(TPEs\)](#). This shift allows the program to analyze data trends, calibrate feedback, and gain meaningful insight into candidate growth and coaching effectiveness. The move to a digital platform also provides greater visibility into mentor activity enabling targeted adjustments and targeted support for mentors and candidates based on the data collected.

### **Resources and Candidate Support**

To promote greater access and communication, the [Program Hub](#) was developed as a virtual Canvas center that serves as the primary access point for announcements, resources, and program requirements. The Hub provides interactive communication opportunities and guidance for candidates across all program phases, creating a supportive and connected learning environment. We also created [quick informative guides](#) that are focused on different phases of our program to assist with next steps and planning. The [Teacher Profile](#) was introduced to help both candidates and mentors track progress through the program's stages. This tool supports personalized coaching and ensures candidates remain aware of milestones and expectations throughout their credential journey. Additionally, in direct response to candidate feedback the program increased opportunities for real time support and interaction. We launched [designated office hours](#) now available thanks to the expansion of program staffing, giving candidates and mentors more access to program administrators. We have also added live instructional sessions during the first week of each course and weekend office hours to better accommodate working teachers schedules, fostering stronger engagement and timely assistance.

## **Staffing and Program Growth**

Recognizing the importance of [strong support systems](#), the program expanded its mentor team from six to twelve mentors. This growth allows for more consistent, high-quality coaching and increased collaboration among mentors through monthly meetings focused on alignment, data review, and instructional support. An administrative coordinator position was also added to strengthen credential processing, candidate support, and overall program operations. Additionally the FCSS approved the addition of an extra administrator to meet the demand of increasing needs. The two administrators now overseeing the program have strengthened the ability to provide timely services, expand communication, and support structures, and enhance responsiveness to candidates, mentors, and district partners. This strategic increase in leadership capacity enables us to sustain growth and deliver an even higher level of service excellence.

## **Recognition and Community Culture**

Finally, the program will hold its first in-person [Teacher Recognition Event](#) this summer to honor program completers and celebrate their accomplishments. This event underscores the program's dedication to building a professional community that values excellence, reflection, and collaborative growth.

The [Fresno County DS CTE Credential Program](#) continues to evolve strategically to meet the needs of today's educators. Each enhancement is grounded in reflection, data, and feedback demonstrating our sustained commitment to program quality, standards alignment, and the preparation of highly effective CTE teachers for Fresno County and beyond.