

Here's Your Keys, Good Luck! **Successful Onboarding** of CTE Instructors

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The background of the slide features a light blue and white color scheme. On the left side, there is a vertical strip containing several puzzle pieces. Some of these pieces are white with black question marks, while others are light blue. The puzzle pieces are arranged in a way that suggests a larger, partially assembled image. A large, light gray circular shape overlaps the right side of the slide, serving as a backdrop for the text.

Objectives

- Background for the onboarding project idea
- Introduction to onboarding modules
- Solicit feedback
- Questions

Onboarding Background



Advance CTE Postsecondary
State CTE Leaders Fellowship
Inaugural Cohort 2022-2023



Project to develop onboarding
for newly hired CTE instructors



Dean of Academic Affairs
commitment

Audience Question

If you are an instructor, what did your onboarding & training look like for your first teaching position?



Audience Question

Describe how you felt on your very first day of teaching.

What, if anything, could have made your first day, week, semester, year more successful?



Introduction to Career and Technical Education



Onboarding Module 1

Objective Topics

CTE

DEI in
CTE

Pedagogy,
andragogy,
and
heutagogy

Teaching
styles

Learning
styles

Active Learning and Student Engagement



Onboarding Module 2

Objective Topics

Bloom's
Taxonomy

Accessibility

Active
learning in
CTE

Creativity in
the
classroom

Student
engagement

Assessment and Lesson Planning

Onboarding Module 3

Objective Topics

Assessment

Different types
of assessment

Lesson
planning

Learning Management Systems in CTE



Onboarding Module 4

Objective Topics

LMS basics

Effective use
of LMS in CTE

Hybrid
classrooms

Recording
lectures

What are
some things
said about
the first year
of teaching?

Truths are myths?



Bringing it all Together

Onboarding
Module 5

Objective Topics

Avoiding
Burnout

Essence of
Planning

Final
Presentations

Assign
Mentors

A close-up photograph of a single, light grey puzzle piece missing from a larger assembly. The piece is set against a vibrant yellow background. The lighting creates soft shadows, highlighting the texture of the cardboard-like material. The puzzle piece is oriented horizontally, with its top edge slightly curved. The text "What are we missing?" is overlaid in white, sans-serif font across the center of the piece.

What are we missing?

What can we add/take away?

How would
you describe
successful new
CTE faculty
onboarding?

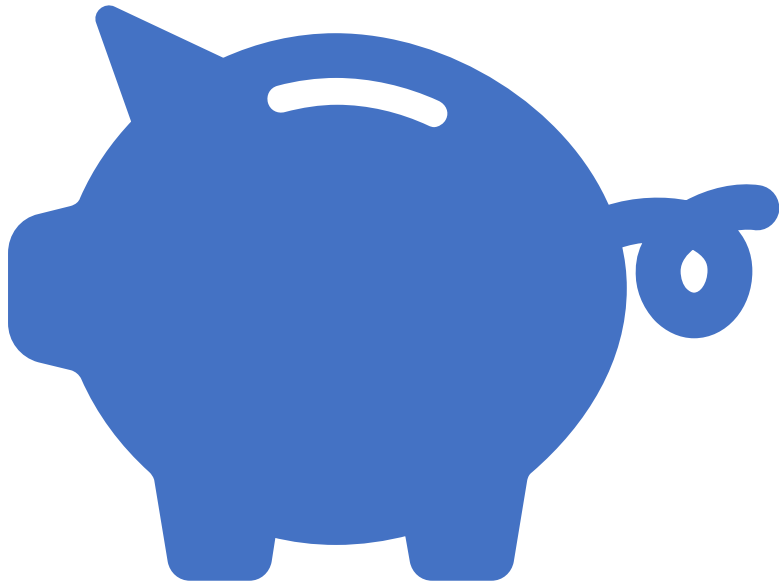


Things to Consider...

- Our MnState system has a three-year plan onboarding plan for all new instructors (once hired)
- Funding/costs
- Contract
- DEI



Administrators



How much are you willing to invest?



Questions?

Thank You!



In Partnership...

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