

Goochland

COUNTY PUBLIC SCHOOLS

JOB TITLE: CTE Instructor – Utility & Heavy Construction	WORK SCHEDULE: 200 days
REPORTS TO: Principal	EMPLOYMENT STATUS: Certified LICENSE REQUIRED: Yes
FLSA STATUS: Exempt	SALARY RANGE: \$56,494 – \$77,977

Summary

Goochland County Public Schools (GCPS) is one of only two school divisions in Virginia offering Utility/Heavy Construction courses that prepare students for careers as construction equipment operators. The instructor will teach essential industry skills including OSHA standards, job site safety, equipment inspections, site grading, excavation, concrete structures, pipe laying, and road construction. In the second-year course, students will expand their knowledge through soil studies, blueprint and topographic map interpretation, and hands-on operation of bulldozers, backhoes, excavators, and skid steers. Additionally, the instructor will build relationships with industry partners, promote work-based learning opportunities, and support students in securing apprenticeships during their senior year. This role provides a unique opportunity to prepare students for high-demand careers in the construction industry. The instructor is expected to expose students to the SKILLS USA program and promote the leadership and competition opportunities provided by this organization.

Essential Duties and Responsibilities

Instruction:

- Teach students the fundamentals of equipment operation, including bulldozers, backhoes, excavators, cranes, and other heavy machinery.
- Instruct students on safety protocols, maintenance procedures, and industry-standard practices.
- Develop and deliver lessons using both theoretical instruction and practical, hands-on training.
- Assess student performance through written tests, practical exams, and project evaluations.
- Keep the curriculum up-to-date with current industry trends, regulations, and technological advancements.

Goochland County Public Schools assures Equal Employment Opportunities and equal education opportunities for employees and students as required by Federal and State Orders and Laws. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential tasks. This job description is intended to accurately reflect the position activities and requirements. However, administration reserves the right to modify, add, or remove duties and assign other duties as necessary. It is not an all-inclusive list of all the responsibilities, skills, or working conditions associated with the position.

Program Development:

- Develop and update course materials, lesson plans, and assessments based on industry needs.
- Coordinate with local businesses, contractors, and industry leaders to ensure the curriculum reflects real-world requirements.
- Help students develop job-ready skills by providing exposure to real-world equipment and construction practices.

Equipment and Facility Management:

- Oversee the maintenance and operation of heavy construction equipment and tools.
- Ensure that all equipment is maintained in safe, functional condition and is compliant with safety regulations. Knowledge of servicing equipment and making minor mechanical repairs.
- Work with the school's administration to secure and maintain the necessary resources for the program.

Safety and Compliance:

- Promote and enforce all safety standards and guidelines in the classroom, lab, and on-site training environments.
- Ensure students adhere to safety regulations while operating equipment.
- Maintain knowledge of state and federal safety laws (e.g., OSHA standards) and incorporate them into teaching.

Student Support:

- Provide academic support and guidance to students regarding career paths in the construction industry.
- Advise students on certifications, apprenticeships, internships, and job placement opportunities.
- Foster a positive learning environment that encourages student success, inclusivity, and engagement.

Collaboration and Professional Development:

- Participate in faculty meetings, professional development opportunities, and CTE program planning.
- Collaborate with other instructors, counselors, and administration to ensure cohesive program delivery and student success.

Qualifications

- An earned baccalaureate degree from an accredited institution.
- At least three years of successful full-time work experience.

Gochland County Public Schools assures Equal Employment Opportunities and equal education opportunities for employees and students as required by Federal and State Orders and Laws. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential tasks. This job description is intended to accurately reflect the position activities and requirements. However, administration reserves the right to modify, add, or remove duties and assign other duties as necessary. It is not an all-inclusive list of all the responsibilities, skills, or working conditions associated with the position.

- Relevant certifications in heavy equipment operation (e.g., NCCER, OSHA, etc.) are highly desirable.
- Previous experience in construction, equipment operation, or a related field is required.

Education and/or Experience

- At least three years of successful full-time work experience.