CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION

POSITION DUTY STATEMENT - General

[X] PROPOSED

[ ] CURRENT

CDCR INSTITUTION OR HEADQUARTERS PROGRAM	POSITION NUMBER (Agency-Unit-Class-Serial)			MCR / HCR
Sierra Conservation Center	099-232-2370-001			
DIVISION / UNIT	CLASSIFICATION TITLE			
	Supervisor of Vocational Instruction			
	WORKING TITLE			
Programs/Education	Assistant Principal Career Technical Education Programs			
	TIME BASE / TENURE	CBID	WWG	COI
	LT/FT	S03	SE	Yes ☐ No ☒
LOCATION	INCUMBENT		EFFECTIVE DATE	
Jamestown, California			10/16/2026	

CDCR'S MISSION, VISION and COMMITMENT

Mission
To facilitate the successful reintegration of the individuals in our care back to their communities equipped with the tools to be drug-free, healthy, and employable members of society by providing education, treatment, rehabilitative, and restorative justice programs, all in a safe and humane environment.

Vision
We enhance public safety and promote successful community reintegration through education, treatment, and active participation in rehabilitative and restorative justice programs.

Commitment
CDCR and CCHCS are committed to transforming the correctional landscape to create safer, more professional, and more fulfilling environments for our employees, the incarcerated population, and those supervised in our communities. Through systemwide improvements grounded in proven and emerging practices, we aim to strengthen rehabilitation, enhance workplace satisfaction, and support successful reentry into the community through our institutions, parole, and community partnerships. Our shared mission is to promote safety, wellness, and human dignity while fostering positive change for all those who live and work within our institutions and communities.

CDCR and CCHCS are committed to building an inclusive respectful workplace. We are determined to attract and hire candidates from all communities and empower employees from a variety of backgrounds, perspectives, and personal experiences. We are proud to foster inclusion and drive collaborative efforts at all levels of the Department.

DIVISION OVERVIEW

The primary mission of the Sierra Conservation Center (SCC) is to provide housing, programs and services for minimum and medium custody incarcerated individuals, to aid in their rehabilitation. SCC is responsible for the training and placement of male incarcerated individuals in the Conservation Camp Program. SCC administers 27 male camps located throughout the State of California.

The Office of Academic and Career Development provides education to incarcerated students enrolled in educational programming throughout the state of California's adult institutions.

GENERAL STATEMENT

Under the direction of the Supervisor of Correctional Education Programs (SCEP), and in coordination with the Career Technical Education (CTE) headquarters unit, the Supervisor of Vocational Instruction (SVI) will be responsible for every aspect of supporting and evaluating CTE programs. Supporting and evaluating CTE programs includes, but is not limited to, developing program quality standards for program evaluation, communicating program quality standards to staff and supervisors, regularly reporting program quality formative and summative data, coaching teachers on effective instructional strategies, interpreting educational policy, and developing well-informed policy recommendations.

% of time performing duties	Indicate the duties and responsibilities assigned to the position and the percentage of time spent on each. Group related tasks under the same percentage with the highest percentage first.
	ESSENTIAL FUNCTIONS
35%	Conducting CTE Shop walkthroughs reviewing program quality, coaching CTE teachers, and interacting with CTE students. The SVI is responsible for collecting and reporting data recording the interactions and observations of the walkthrough visits.
25%	Applying strategies to promote student success from CTE assessment to community re-entry. Primary among these is the development and completion of CTE teacher training programs, including proper assessment strategies, research-based instructional methodology, effective small group and project-based instructional strategies, collaborative learning design, and data collection and reporting in a Professional Learning Communities (PLC) format. Assessing student's ability to transfer the knowledge, achievements, and certifications gained in the institutional schools to full-time employment, and additional training and educational programs post-incarceration.
10%	Data analysis of walkthrough and outcome data. Reporting of data to local and state CTE program supervisors. Analyze and prepare accurate statistical reports for CTE programs statewide.
10%	Develop schedules of equipment, tool, and supply replacement, maintenance, and repair for all vocational programs, including inventory, disposal, and major acquisition procedures, policies, and monitoring.
5%	Function as a liaison with representatives of business, organized labor, industry, and stakeholders; and coordinate programs and activities between internal and external education agencies and departments. Consider employment opportunities for incarcerated people obtaining vocational education instruction and certification within the CDCR institutional classrooms. Ensure the compatibility of institutional career-vocational education programs with industry standards to facilitate transition from the institutional programs to full-time employment, and additional training and educational programs post-incarceration.
5%	Ensure the protocols for institutional security and individual safety are practiced and considered at all times.
5%	Make recommendations regarding CTE program viability after assessment of existing and proposed vocational programs with post-incarceration transition strategies included in the model. Promote new and existing programs that are job market driven, industry appropriate, and community focused.
5%	Participate in various interdisciplinary, interagency, interdepartmental team projects, representing the CDCR and the OCE, as deemed appropriate by the SCEP. Actively promote the goals and strategies of the Department, career-vocational education programs, and student success.

SPECIAL PERSONAL CHARACTERISTICS

- Influence, change, and strengthen the community. Set an example each day through positive and pro-social role modeling, utilizing dynamic security concepts through observation and building rapport.
- Willingness to play a significant role in the collaborative efforts toward rehabilitation and public safety enhancement.

- Ability to facilitate conversations as a coach and mentor, engaging in a respectful and understanding manner.
- Ability to build trust, improve communication, and assist with the transformation of correctional culture.

SPECIAL REQUIREMENTS

- CDCR does not recognize hostages for bargaining purposes. CDCR has a "NO HOSTAGE" policy, and all incarcerated people, visitors, non-employees, and employees shall be made aware of this.

CONSEQUENCE OF ERROR

- Consequences of error may result in loss of time and could cause significant delays in program production. Such delays can result in inefficient use or misdirection of department resources resulting in the inability to meet efficiency and timeline goals, and varying degrees of negative financial impacts to the department.

To be reviewed and signed by the supervisor and employee:

EMPLOYEE'S STATEMENT:

- *I HAVE DISCUSSED THE DUTIES AND RESPONSIBILITIES OF THE POSITION WITH MY SUPERVISOR AND RECEIVED A COPY OF THIS DUTY STATEMENT.*

EMPLOYEE'S NAME (Print)	EMPLOYEE'S SIGNATURE	DATE

SUPERVISOR'S STATEMENT:

- *I CERTIFY THIS DUTY STATEMENT REFLECTS CURRENT AND AN ACCURATE DESCRIPTION OF THE ESSENTIAL FUNCTIONS OF THIS POSITION*
- *I HAVE DISCUSSED THE DUTIES AND RESPONSIBILITIES OF THE POSITION WITH THE EMPLOYEE AND PROVIDED THE EMPLOYEE A COPY OF THIS DUTY STATEMENT.*

SUPERVISOR'S NAME (Print)	SUPERVISOR'S SIGNATURE	DATE