



Teacher Induction Program

Teacher Induction is the vehicle by which a teacher with a Preliminary Teaching Credential earns a California Clear Teaching Credential.

Admission:

When a teacher with a Preliminary Teaching Credential is hired in a school district or private school, the employer will inform them of the requirement to clear their credential and direct them to the SLOCOE Induction web page to enroll for the Induction program. In order to be eligible to enroll, teachers must have a valid Preliminary Teaching Credential, be hired as the teacher of record in the area of the credential they are clearing, and be willing and able to participate in required Induction activities toward the completion of the Induction program.

After a new teacher enrolls in the Induction program the Credentials Manager reviews the credential(s) held and verifies the new teacher is eligible for induction. The Credentials Manager talks with new teachers that have additional requirements to clear their credential to ensure the new teacher is aware of and understands the additional requirements.

Course and Fieldwork:

Teacher Induction is a two-year program, with the exception of experienced and highly successful teachers from out-of-state or private institutions, who may complete the Induction program in one year (see Early Completion Option information). During the course of Induction, teachers are required to meet with an assigned mentor to develop and implement an individualized learning plan over a total of 40 hours each year and participate in professional development activities. Meetings with the mentor will include professional conversations regarding understanding the context of teaching, analysis of student data, lesson planning and presentation, and differentiating for a variety of learners. These conversations will be structured by tools in an online learning platform,

documented by the mentor. Completed tools will be compiled in an online portfolio as evidence of the teacher's growth as a reflective classroom practitioner through the Induction process. Teachers will be required to provide program feedback at several intervals throughout the program.

Completion:

Mentors meet at the middle and end of each year of Induction to review portfolios. One mentor is paired with another mentor to review assigned portfolios. Mentors do not review portfolios of any of the new teachers they are mentoring. The online portfolio is reviewed to assess that the tools have been fully completed based on the Individual Learning Plan for each new teacher.

At the end of the second year of Induction, teachers will attend a local Colloquium and engage in an exit interview with peers, site or district administrators and mentors

Upon completion of the final portfolio review and exit interview the new teacher completes an application for a clear credential. The Credentials Manager reviews the application, determines that all requirements for a clear credential have been met, and when appropriate, makes the credential recommendation to CTC.