

Educator Preparation Programs
An Administrative Services & Teacher Credentialing Program

INDUCTION – General and Special Education Teachers

The Clear Induction Credential Program is designed to provide an option for teachers to clear their preliminary credentials through a CTC accredited program. The clear induction program provides a two-year, individualized, job-embedded system of mentoring, support and professional learning that can begin in the teacher's first year of teaching.

The candidate is matched with a mentor(s) within 30 days of enrollment into the program according to credentials held, grade level and/or subject area, as appropriate to the participating teacher's employment.

The Clear Induction Program is based on the Inquiry Cycle of *Plan, Teach, Reflect, Apply*. The Inquiry Cycle Project will be practical and intended to address a specific problem in a classroom, school or community. It is a cyclical not linear process. It is focused on the "how to" approach to solving a problem

Within this cycle is

- Inquiry into Teaching and Learning
- Data Collection: Assessment of Teaching and Learning
- Data Collection: What is my Context?

In the two-year program there is a portfolio which covers all of the California Standards for the Teaching Profession (CSTPs) and is comprised of the elements of the Inquiry Cycles, the Individual Learning Plan (ILP) (developed within the first 60 days) and Reflective Evidence. The Clear Induction Candidate has, on average, 1 hour of regular weekly contact with their coach for individualized support and mentoring.

Candidates will be expected to submit and annotate multiple video observations

There will be online Collaboratives during which clear candidates will discuss their ILPs and present their cycles of inquiry to each other as part of their collaborative community of practice.

The Individualized Learning Plan (ILP) is established to develop goals that aligned with the CSTPs. ILPs may not be used for the purposes of evaluation by the employing district.

Requirements

Applicants to the Clear Induction Program are required to provide

- Proof a Preliminary Education Specialist Credential
- Verification of employment, or offer of employment, in the credential to be cleared.
- If you have a Level I Preliminary Education Specialist Credential you need to take a CTC approved course in the following areas (courses to be completed by the **end** of the program):
 - Health Education*: Complete a course in Health Education, including but not limited to, nutrition; the physiological and sociological effects of alcohol, narcotic and drug abuse; and the use of tobacco. This requirement must include training in cardiopulmonary resuscitation (CPR) that covers infant, child, and adult CPR skills

- Computer Education*: Complete a course in Computer Education, including instruction in general and specialized skills in the use of computers in educational settings (For more info: <http://www.ctc.ca.gov/credentials/leaflets/cl8o8c.pdf>)

Early Completion Option (ECO)

Senate Bill 57 is legislation that allows a modified program option for **exceptional experienced** teachers. This option provides for qualifying candidates to complete the Induction program at a faster pace than the full two years generally required for completion of the professional teacher induction components. This option is made available to all participants if the following criteria are met:

- Eligible according to legislated criteria listed below
- Demonstrates knowledge, skills, abilities and competencies required of all teacher candidates who complete the full-length program

Eligibility

The Participating teacher must hold a **Preliminary General Education or Education Specialist Credential**. The intent of the law is to serve *exceptional experienced* candidates. If, after reviewing the criteria, the Participating Teacher feels the criteria are met, an application may be submitted to request ECO status.

Criteria

California teachers with:

- Two or more years of verified experience as teacher of record
- Rigorous exceptional evaluations from site administrators

Out of State Teachers with:

- Two or more years of verified experience as teacher of record
- Rigorous exceptional evaluations from site administrators

Process for Determining Who Qualifies

Participating Teachers are informed of the criteria and process for participating in the Early Completion Option (ECO) during the Induction Program Orientation.

Interested participants submit a packet with the following information to the EPP Program Office:

1. ECO Application
2. Two letters of recommendation, including one from the current site administrator
3. Exceptional performance evaluations from previous two years
4. Current year formal evaluation by current Site Administrator including the **ECO Formal Evaluation Summary**

In October, the Credentialing Programs Administrative Committee reviews the ECO application packet and makes the final decision regarding eligibility for the Early Completion Option.

Procedure for Completion

Participant signs an ECO Application agreeing to the following requirements for program completion:

- Participation in the New Teacher Induction Program for up to 10 school calendar months
- Attendance at all required meetings and online and in-person seminars during the year
- Completion of electronic portfolios with evidence of all California Standards for the Teaching Profession. The portfolio may be completed within 10 school calendar months. Evidence from the previous years of teaching will be permissible

- Participation will be documented through the program's training record, Coaching Logs, electronic portfolio and a Colloquium presentation

Documentation

- An application signed by the Credentialing Programs Director or Assistant Director and the Participating Teacher (PT) that indicates that he/she is participating in ECO and has agreed to the above participation requirements for completion
 - The form also indicates that the PT will be monitored during the year and **if the above requirements have not been met, he/she will be required to participate in the complete second year of the program** in order to successfully complete and be recommended for the Professional Clear Credential
 - The program maintains information on the number and progress of ECO participants
 - The Induction Director or Assistant Director signs the ECO Completion Form
- ECO Candidates are expected to complete all of the requirements and hours of professional development for the two year program in one year.
Packet submission deadline is no later *than* September 30th.