

EARLY COMPLETION OPTION

Policy:

SB 57 (Scott) provides for an Early Completion Option for Multiple and Single Subject Induction candidates. This option is designed to acknowledge the skills of teachers who have had previous teaching experience and is offered at an accelerated pace. The North Coast Beginning Teacher Program (NCBTP) Early Completion Option (ECO) includes an individual plan of directed study and evidence of completion. Upon successful completion of induction requirements as set forth in this policy, candidates are recommended to the California Commission on Teacher Credentialing for a Clear Credential.

Candidate Selection Criteria:

The Early Completion Option is designed for teachers who demonstrate exemplary teaching skills and competencies and have previous successful teaching experience. All of the following criteria must be met as determined by the NCBTP and the employing district. The NCBTP and the employing district retain the right to request additional evidence that may be necessary to determine a candidate's appropriateness for the ECO.

During the first year of the Induction Program, NCBTP staff and Support Providers will identify potential ECO candidates based on their ability to document a minimum of 2 years prior teaching experience as the teacher of record. (Experience may include but is not limited to graduates of an Intern Program, private school, out of state teaching, or other recent teaching experience.)

Upon the successful completion of the first semester of the Induction Program, NCBTP staff will contact the principal and/or employer regarding the ECO policy. If the principal and/or employer and the County Coordinator support the suitability of an 18-month early completion for the candidate, the option will be offered to the candidate. If the candidate wishes to pursue the ECO, he/she may submit an ECO application. Participants may forego the early completion recommendation and choose to participate in Induction for the full two years.

The following must be documented, in writing, and submitted with the ECO application:

- ❖ Submit authenticated teacher performance evaluations from two prior years of teaching or submit a detailed letter from the district superintendent, site principal, or Human Resource Director describing how you meet the two years of prior teaching experience.

Submit the attached ECO application, signed and approved by the district superintendent, site principal, HR Director or District Coordinator, attesting to their recommendation and approval of the ECO program. Once a completed application has been submitted and approved by both the employing school district and the NCBTP County Coordinator and/or Regional Director, ECO candidates will be admitted into the ECO Program during the 2nd year of the Induction Program.

Early Completion Option Program:

An 18-month program designed for more experienced new teachers, the ECO program is completed at an accelerated pace and consists of the following components:

1. Beginning Teacher (BT) and Support Provider (SP) enroll in both the 1st and 2nd year program.
2. BT works with a trained SP, meeting weekly during the 18-month period.
3. BT and SP attend all Year 1 seminars in the 1st year of the program and complete all required formative assessment activities, submitting both a First and Second Inquiry Portfolio.
4. BT and SP attend the September seminar in the 2nd year of the program.
5. BT and SP work independently during the fall of the 2nd year to complete the Third Inquiry.
6. SP attends the December seminar in the 2nd year of the program and submits all Third Inquiry Portfolio documents for review.

Completion of Early Completion Option:

The district and the approved Induction Program are responsible for determining whether a candidate has completed and met all the requirements of the approved program. The ECO candidate must demonstrate that she/he has the knowledge, skills, abilities and competencies required of all teacher candidates who complete the full-length Induction Program.

The County Coordinator and NCBTP Director will review the candidate’s completion evidence and will make the final determination about a candidate’s completion. Upon successful completion of the first three inquiries, ECO requirements will be considered satisfied. If the Third Inquiry Portfolio is deemed incomplete or unacceptable, a Fourth Inquiry Portfolio will be required of the candidate. Successful candidates will be recommended to the California Commission on Teacher Credentialing by the NCBTP Director and Credential Advisor for a Clear Credential.

Program Costs:

Public school teachers employed during the 2011-2013 school year, there is a nominal charge of \$50 for the NCBTP Induction Program (this is usually paid by the employing district) as costs are covered by the state of California. The employing district receives \$1800 to offset the cost of the Support Provider stipend for the 18-month period, with \$1200 paid at the end of the first year, and the remaining \$600 dispersed after the first semester of the 2nd year. In the event the BT is required to complete a Fourth Inquiry, the Support Provider stipend will be adjusted to reflect a full year of work.

Private school teacher participation will be available at a cost of \$1250 for 18 months or \$1500 for two years of participation.

Early Completion Option Application

Name: _____ Email: _____

District & School: _____ Contact Phone: _____

I have reviewed the selection criteria and believe that I meet the criteria for the following reasons:

Required Documentation Attached:

Verification of 2 years prior teaching experience (authenticated teacher evaluations or letter from district)

Candidate’s Signature: _____ Date: _____

<input type="checkbox"/> Approved: I support this candidate’s application for Early Completion Option.		
District Designee: _____	Name and Title – Please Print	Signature Verifying Approval of ECO
Comments:		
First Inquiry _____ Met	_____	_____
	County Coordinator Signature Verifying Approval of ECO	Date
Second Inquiry _____ Met	_____	_____
	NCBTP Director Signature Verifying Approval of ECO	Date