



Components of Induction

The Induction Program provides credentialed teachers with a specially designed, standards-based program that eases them into the teaching profession and simultaneously offers them support and advanced training. Induction provides a bridge linking the theory, knowledge and skills acquired in the California Preliminary Credential Program to the realities of daily classroom teaching. A trained experienced teacher—a Support Provider—is assigned to work with each new teacher. These Support Providers guide, assess, and support new teachers in meeting the complex requirements of their job. Upon completion of Induction, Beginning Teachers earn a California Clear Credential.

There are eight main components of the Induction Program:

1. Advisement
2. Enrollment
3. District & School Level Support
4. Support Provider
5. Professional Development
6. Formative Assessment
7. Program Completion
8. Obtaining a Clear Credential





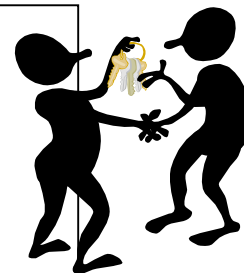
North Coast Beginning Teacher Program INDUCTION PROGRAM OVERVIEW

1. Advisement

Eligibility for Induction includes teachers new to the profession in California who are teaching on a preliminary Multiple Subject, Single Subject, Education Specialist, Career Technical Education and/or Adult Education credential. At the point of hire, a district representative provides each new teacher with an *Advisement Form* that is signed by the Beginning Teacher. Copies are distributed to the Personnel File, the District Coordinator, and the Beginning Teacher.

Additionally, the North Coast Beginning Teacher Program staff analyzes each Beginning Teacher's credential to determine the individual requirements set forth by the California Commission on Teacher Credentialing necessary to obtain a California Clear Credential. Beginning Teachers are informed of those requirements in an individualized letter sometime within the first year of Induction, in monthly seminars, and again in the second year of induction. The NCBTP Credential Advisor is available for ongoing individualized advisement as needed.

North Coast Beginning Teacher Program ADVISEMENT FORM	
Personal Information: <i>Please Print</i>	
Name: _____	SS# _____ Date of Birth(m/d/y) _____
Home Mailing Address: _____	
Teacher Preparation Completed at: _____ Date: _____	
Credential Type: _____ Out of State Credential: _____	
Home Phone: (____) _____ Email: _____	
District: _____ School: _____	
Current Grade(s): _____ Subject Area(s): _____	
Support Provider's Name (if available): _____	
<ul style="list-style-type: none"> • I have been informed that it is my responsibility to enroll in a state approved Induction Program in order to obtain my California Clear Credential. _____ (initial) • I am not eligible for Induction because: _____ (initial) 	
Professional Credential Candidate Requirements	
Please read the following carefully: For each year in the NCBTP Induction Program I understand my responsibilities of participation and completion include, but are not limited to, the following:	
<ol style="list-style-type: none"> 1. Complete and submit a state Consent Form as required by CCTC & CDE. 2. Participate in ongoing program evaluation. 3. Meet weekly with my Support Provider. 4. Attend monthly professional development seminars. 5. Complete formative assessment activities with my Support Provider, including formal observations. 6. Develop a Professional Portfolio to be submitted to the NCBTP as partial evidence of completion for the California Clear Credential. 	
Professional Credential Candidate Acknowledgments	
I acknowledge the following:	
<ol style="list-style-type: none"> 1. Failure to fulfill any of the above program requirements and/or responsibilities could result in my not receiving a recommendation for the California Clear Credential. _____ (initial) 2. Should questions or concerns arise about the pairing of my Support Provider and myself, it is my responsibility to contact the District or County Coordinator for consideration of reassignment. _____ (initial) 3. It is my responsibility to submit all required evidence for program completion. _____ (initial) 4. Information submitted for evidence of completion of the program requirements is confidential and will not be used for employment evaluation purposes. _____ (initial) 5. Completion of the program requirements does not imply or ensure continued employment in my district of employment, as licensure requirements and employment criteria may differ. _____ (initial) 	
Candidate Signature: _____ Date: _____	
Authorized District Signature: _____ Date: _____	

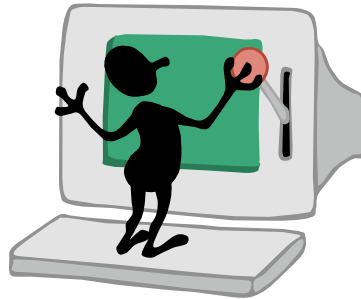




North Coast Beginning Teacher Program
INDUCTION PROGRAM OVERVIEW

2. Enrollment in the Induction Program

At the point of hire, or as soon as possible, it is *critical* that all eligible Beginning Teachers and Support Providers complete the online enrollment for the North Coast Beginning Teacher Program at www.ncbtp.org. Additionally, during the first month of the Induction program, a State Consent Form is collected from each new teacher and Support Provider.



3. District & School Level Support

School and district personnel and site principals all contribute to the support provided to new teachers! Along with the initial Advisement, the school and district have several key roles in supporting the Induction Program.

- ✓ The district selects a District Coordinator to communicate with the North Coast Beginning Teacher Program. *Find out who your District Coordinator is today!*

District Coordinator's Name & Contact Information: _____

- ✓ Site principals are provided with a *Checklist for Site Orientation*. Between the site principal, the Support Provider, the District Coordinator, and other school staff, the orientation items are reviewed for each Beginning Teacher. Site principals also participate in the *Mid Year Check In* and sign the *Completion Log* indicating that they are aware of the Beginning Teacher's progress to date in the Induction Program.

- ✓ At the end of each year a District Representative (District Coordinator or Site Administrator) signs the Beginning Teachers' *Completion Log*, verifying completion of portfolio requirements. Further verification by the North Coast Beginning Teacher Program leads to the recommendation for the California Clear Credential.





North Coast Beginning Teacher Program INDUCTION PROGRAM OVERVIEW

4. Support Provider

Beginning Teachers are assigned a Support Provider to guide, assess, and assist them in meeting the complexities of their job and in completing the requirements of the Induction Program. This partnership is the most important aspect of the Induction Program. Support Providers meet with Beginning Teachers *a minimum of one hour per week to plan, problem-solve, and reflect on teaching practice*. Meetings and support activities are recorded on the monthly *Activity Log*. (See sample on the following page.) Support Providers guide Beginning Teachers in their consideration of formative assessment evidence as they develop planned, systematic opportunities to improve their teaching. The success of these pursuits is reliant upon a relationship based on trust, confidentiality, and a commitment to the goals of Induction.



✓ Professional Development

Beginning Teachers and Support Providers attend together required monthly professional development seminars. These seminars, along with ongoing Induction activities, are designed to provide teachers with opportunities to reflect on their teaching using the *California Standards for the Teacher Profession* and the Induction Standards as the model of effective practice. Attendance records are maintained based on monthly sign-in sheets. The seminars provide opportunities to collaborate with other teachers and to focus on student learning. According to some NCBTP teachers, the monthly seminars are “the best professional development” they have ever received.



What teachers say:

- ✓ “This is the most powerful staff development I have ever had!”
- ✓ “I am using assessment in my classroom and it is working!”
- ✓ “I value time to talk with my colleagues!”
- ✓ “I am glad to be able to reflect on my strengths and areas of growth.”