



Hanford Elementary School District

New Teacher Induction Program

Admissions

In order to qualify for the HESD Induction Program, a candidate must hold a Preliminary Credential. The Certificated Personnel Manager contacts each teacher to communicate eligibility for the program. The teacher then completes the **eligibility form** indicating responsibility to complete the Induction Program. The form is returned to the Human Resources Department and copied for the Induction Program.

The HESD Induction Program begins the first year with an Induction Orientation meeting held in August. During the orientation all first year Candidates are given an overview of the Program. Candidates receive a **HESD Induction Handbook** which outlines the requirements of the program. Teachers also learn that they will be provided with a Mentor to guide, assess, and assist them in meeting the complexities of their job and in completing the requirements of the Induction Program. Induction Mentors meet with Candidates a minimum of one hour per week to plan, problem-solve, and reflect on teaching practice. Candidates also review and sign a *Candidate Letter of Commitment* which outlines their responsibilities to the program. Year 2 Candidates attend an **Induction Launch** in August/September in order to review the requirements of their final year in Induction.

Program Completion Requirements

The Hanford Elementary School District (HESD) Induction Candidates will grow and improve in their ability to reflect upon and apply the California Standards for the Teaching Profession and specific pedagogical skills for subject matter instruction beyond what was demonstrated for the preliminary credential by completing the following program requirements:

- Complete a Candidate Letter of Commitment which describes the responsibilities of the Induction Candidate.
- Participate and complete a cycle of inquiry each year. The inquiry is a systematic, intentional study of one's professional practice. The inquiry involves a cyclical process of posing questions or analyzing the data

along with reading relevant literature, taking action during the inquiry, and sharing findings with others.

- Candidates along with the support of their mentor and input from site administrator will complete an Individual Learning Plan (ILP) that will focus on specific needs based on the outcome of measuring themselves with the Continuum of Teacher Development or Descriptions of Practice. Teachers assess themselves based on the areas of:
 - **Level 1: Emerging**- Expands awareness of curriculum and instructional practices to support understanding and engage students in learning,
 - **Level 2: Exploring**- Explores use of additional instructional practices to teach the curriculum and support student understanding and engagement,
 - **Level 3: Applying**-Implements the curriculum using a variety of instructional practices and supplemental resources selected to improve student understanding and engagement,
 - **Level 4: Integrating**- Integrates extensive knowledge of curriculum, instructional practices, and supplemental resources to enhance and deepen student understanding and engagement,
 - **Level 5: Innovating**-Designs and implements comprehensive curriculum with multiple and varied instructional strategies and resources to support in depth studies of content and promote high levels of student understanding and engagement.

The ILP includes professional growth goals, a description, or action plan, of how the candidate will work to meet those goals, defined and measurable outcomes, and planned opportunities to reflect on progress. The ILP can be modified and revised as needed throughout the Inquiry Cycle.

- Candidates will select and attend a minimum of six hours of Professional Learning Opportunities which are aligned to their professional growth/inquiry goals.
- Candidates will maintain an Electronic Professional Portfolio which will contain evidence of Candidate's ability to apply skills and knowledge gained in pre-service, as well as through Induction networks and coaching. It will be organized and presented in a professional manner and be comparable to graduate level work.

- Year 2 candidates will prepare an end of the year presentation that communicates their professional growth in the CSTPs as it relates to student learning.

Mission Statement:

We will provide a pathway for new teachers that offers 1:1 coaching from full release coaches, academic support and demonstration models of exceptional teaching practices which will have a positive impact on student achievement and lead them to qualifying for a Clear California Credential or Education Specialist Credential.

--Induction Staff 2017

HESD Induction

Welcome to the Hanford Elementary School District website for the Teacher Induction Program. The HESD Induction program offers a two-year commission approved program to teachers seeking to clear their preliminary credential. California Teacher Induction is a State-led program in conjunction with the California Department of Education (CDE) and the Commission on Teacher Credentialing (CTC). California Teacher Induction programs are locally designed and implemented.

Purpose:

Hanford Elementary School District's 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.

Goals:

- To improve the educational performance of students through better classroom instruction facilitated by improved training and support of beginning teachers.
- To enable teachers to be effective in teaching students who are culturally, linguistically and academically diverse.
- To hold all teachers to high standards and expectations to ensure academic success for all students.
- To promote the professional success and retention of promising new teachers.
- To enable Participating Teachers to apply for a California Clear Credential upon successful completion of the Induction Program.

We offer the following California Clear Credential programs:

- General education (Multiple and Single Subject)
- Education Specialist

Program Eligibility:

- Possession of a Preliminary Credential or Level 1 Credential
- Less than two years previous contracted teaching experience
- Currently employed as a full time contracted teacher of record in HESD, K-8.
- Teaching in a credentialed area
- Teaching a minimum of two sections in curricular area
- Substitute and intern teachers are not eligible for HESDs Induction program

Those enrolled in the program will receive:

- Two years of ongoing support by an experienced, highly trained, full-time release mentor teacher that will meet with Participating Teacher a minimum of one hour per week to plan, problem-solve, and reflect on teaching practice.
- Support in developing an Individualized Learning Plan (ILP), a document that addresses a Participating Teacher's growth in the California Standards for the Teaching Profession.
- Practice working through Inquiry cycles with mentor teacher.
- Professional Development networks facilitated by mentor teachers and other HESD personnel.
- Option of earning up to 6 units through contracted university
- A recommendation to CTC for the California Clear Credential

Fees:

- The HESD Induction Program is provided at **no charge** to teachers in the Hanford Elementary School District who hold a Preliminary Teaching Credential.

Purpose of Early Completion Option (ECO)

The Early Completion Option (ECO) provides a process and structure for **experienced** and **exceptional** individuals to complete the Induction Program in one year.

To be considered for the ECO program, each candidate must meet the eligibility requirements, receive site administration approval, and successfully complete the application process.

Eligibility Requirements

Candidates who will be considered for the Early Completion Option:

1. Hold a current California Preliminary Credential in General Education Multiple/Single Subject or Education Specialist Credential; and
2. Must be currently teaching in the District **AND**
3. Must fall into one of the following descriptors:
 - a) Be an “experienced and exceptional” graduate of a two-year Intern Program, teaching both school years with an Intern Credential that culminated in a California Preliminary Credential and must provide an explanation for the recommendation by the Intern Program and Site Administrator;

Please note that emergency permit holders, although experienced, are not eligible for the Early Completion Option.

- b) Have one or more years of exceptional teaching in a California public school under an intern credential as evidenced by a copy of credential, **or**
 - c) Have one or more years of exceptional teaching experience in an accredited (as determined by the Commission) private school as evidenced by a letter from the employing district and verification of accreditation, **or**
 - d) Have one or more years of exceptional teaching in a school in another state or country as evidenced by rigorous evaluations.

Application Process

To apply, candidate must submit the entire application to the Induction Office with attention to Terri Charles. Application materials are available on the Induction page.

Once your completed application has been reviewed, you will be notified in writing by the Director of C & I with Induction, if your application has been approved for the one-year program or if you have been recommended to continue in the two-year program. You will be notified of your status by December 14, 2018.