



Hanford Elementary School District
Induction Program

Administrative Services Credential Clear Induction Program

Induction Program Completion Requirements

Year 1	Date Completed
Candidate Application	
Initial self-assessment on the DOP for the CPSELs	
Individual Induction Plan	
Submission of 6 IRC Observation Records by the coach indicating a level of competency on chosen standards (per rubric Demonstrates or Exceeds Competency)	
Submission of 6 Post Observation Reflection Records completed by the candidate	
Submission of Professional Development Record that indicates 20-30 hours of PD over the course of the first year of Induction	
Coach/Candidate Contact for a total of 40-60 hours, which may include program sponsored PD and attendance at seminar meetings.	
Complete benchmark assessment in Progress Monitoring Document	

Year 2	Date Completed
Revisit self-assessment on the DOP for the CPSELs	
Individual Induction Plan	
Submission of 6 IRC Observation Records by the coach indicating a level of competency on chosen standards (per rubric Demonstrates or Exceeds Competency)	
Submission of 6 Post Observation Reflection Records completed by the candidate	
Submission of Professional Development Record that indicates 20-30 hours of PD over the course of the second year of Induction	
Coach/Candidate Contact for a total of 40-60 hours, which may include program sponsored PD and attendance at seminar meetings.	
Revisit self-assessment on the DOP for the CPSELs, which is the final entry.	
Participation in a Portfolio Presentation	
Complete the program completion rubric	