Induction Program Sequence for Completion

Traditional model within a single program implemented in-person through individualized goal setting and action research. Support mentor assigned to guide candidate through the development, refinement, and extension of their practice.

Ongoing support through site administration collaboration, completion checks, and program surveys.

General Education: **Education Specialist:** Early Completion Option (ECO): Multiple Subject/Single Subject Mild Moderate/Moderate Severe General Education/Education Specialist **HESD** employed candidate **HESD** employed **HESD** employed holds a preliminary candidate holds a candidate holds a credential, 1 or more years' preliminary credential preliminary credential experience w/exceptional evaluations Participate in HESD Teacher Academy sessions - Prior to start of the year Orientation to the Orientation to the Orientation to the program expectations/ program expectations/ program expectations/ requirements for requirements for requirements for completion completion completion Site Orientation if new to Site Orientation if new to Site Orientation if new to HESD and school site HESD and school site **HESD** and school site ILP goal development in collaboration ILP goal development in collaboration ILP goal development in collaboration with support mentor and site with support mentor and site with support mentor and site administrator within 60 days administrator within 60 days administrator within 60 days Self-Assessment against the CSTP using the Continuum of Teaching Practice (CTP) - fall, winter, spring Ongoing Induction New Teacher Ongoing Induction New Teacher Networks & PD related to Networks, SPED networks & PD Extensive 2 Inquiries beginning teacher needs and related to beginning teacher individual goals needs and individual goals into practice and growth related to ILP & student achievement YR 1 Inquiry into practice YR 1 Inquiry into practice and growth related to ILP & and growth related to ILP & student achievement student achievement Participate in HESD YR 1 Culminating Gathering - Spring YR 2 Inquiry into practice YR 2 Inquiry into practice Ongoing PD related to

Participate in YR 2 Exit Interview to share candidate and student growth - Spring

and growth related to ILP &

student achievement

Colloquium & Clear Credential

and growth related to ILP &

student achievement

Colloquium & Clear Credential

Colloquium & Clear Credential

beginning teacher

needs and individual