



Teacher Induction Policy

The Governing Board of Clarksville Charter School (the “Charter School”) committed to providing a high-quality educational program is dependent upon the employment of certificated staff who are adequately prepared and have demonstrated proficiency in basic skills and in the subject matter to be taught.

The purpose of the Clarksville Charter School Governing Board approving this Teacher Induction Policy and Program is to accomplish the following:

1. Outline the California Credentialing System
 2. Establish School reimbursement of Teacher Induction Policy
 3. Clarksville Charter School discontinuing internal Teacher Induction Policy
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1. **California Credentialing System:** California has a two-tiered credentialing system for teachers. Preliminary programs prepare candidates to obtain an initial teaching credential through successful completion of required coursework, fieldwork, and a performance demonstration of their knowledge, skills, and abilities. The second tier of preparation is a two-year job-embedded individualized induction program that is focused on extensive support and mentoring to new teachers in their first and second year of teaching. Clarksville Charter School’s induction program is designed to provide a two-year, individualized, job-embedded system of mentoring, support and professional learning that begins in the teacher’s first year of teaching.
 2. **Clarksville Charter School Reimbursement:** CCS will reimburse a CCS teacher up to \$2000, as a reimbursement for costs associated with enrollment in the Teacher Induction Program. Upon completion of year one and year two, the CCS Teacher will provide documentation of completion of the program to submit for reimbursement. Maximum amount of reimbursement is \$1000 a year. Prior approval for Teacher Induction reimbursement may be granted with Executive Director approval.
 3. **Clarksville Charter School Teacher Induction Program Discontinuance:** CCS will discontinue offering an internal Teacher Induction Program. Teachers will enroll in a third-party program to complete their Teacher Induction.