



Teacher Induction Policy and Program

The Governing Board of Feather River 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 Feather River 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. Feather River Charter School discontinuing internal Teacher Induction Policy
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. Feather River 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. **Feather River Charter School Reimbursement:** FRCS will reimburse a FRCS 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 FRCS 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. **Feather River Charter School Teacher Induction Program Discontinuance:** FRCS will discontinue offering an internal Teacher Induction Program. Teachers will enroll in a third party program to complete their Teacher Induction.