

WHAT IS INDUCTION

Induction evolved out of the California New Teacher Project and was enacted by the Legislature in 1992.

In 2002, the California Commission on Teacher Credentialing and the California Department of Education jointly adopted new Standards of Quality and Effectiveness for Professional Teacher Induction Programs.

These standards require teachers to complete a two-year induction program of support and formative assessment as a requirement for earning a Multiple Subject, Single Subject, or Special Education Professional Clear Credential.

These standards build on the prior subject matter and pedagogical preparation that teachers complete, and focus on refining a beginning teacher's understanding of and ability to teach the state-adopted academic content standards and meet the California Standards for the Teaching Profession and Induction Standards.

"It is important to remember that no matter how skilled the educator, or the physician or the athlete, learning a profession is a never-ending process... even champions have coaches!"
- Madeline Hunter



Evergreen School District

3188 Quimby Road, San Jose, CA 95148
408.270.6800 www.eesd.org

**Deborah Ashmore, Assistant Superintendent,
Instruction**
dashmore@eesd.org

Diana Halteh, Induction Coordinator
Katie Clemmensen, Induction Leadership Team
teachersupport@eesd.org
<https://www.eesd.org/departments/educational-services/teacher-support-programs>

EVERGREEN INDUCTION PROGRAM



"Nobody starts out as a completely effective and creative teacher....The desire to teach and the ability to teach well are not the same thing. With the rarest of exceptions, one has to learn how to become a good teacher."
- Herbert Kohl





Evergreen

Induction Program

Vision: *To develop competent, caring, and quality beginning teachers in order to promote increased student achievement and social well-being.*

Mission: *To use our collective knowledge to work collaboratively to increase student learning in our classrooms.*

Goals: *To implement a program that builds a sustainable collaborative and reflective teaching practice for new teachers by:*

- ❖ *Improving teacher performance through individualized, one-on-one mentor support and professional development*
- ❖ *Increasing teacher collaboration through professional networking and classroom observations*
- ❖ *Increasing teacher effectiveness through data collection, analysis, and reflection on the implications of student learning in their classroom*
- ❖ *Retain capable teachers by increasing teaching profession satisfaction*

FROM STRONG ROOTS GROW BRIGHT FUTURES

Evergreen School District's Induction is a two-year program of job embedded professional growth in which teachers refine and enhance teaching skills through a reflective inquiry process as they work towards obtaining a California clear credential beginning in the first year of teaching. The preliminary credentialed teacher is matched with an experienced teacher who is their mentor for two years. These mentors receive comprehensive training in mentoring and formative assessment, to help prepare new teachers for implementing the State-adopted academic content standards, the California Standards for the Teaching Profession, and the Induction standards with demonstrated practice. Induction focuses on teacher support techniques, inquiry into practice, reflection, and professional goal setting. The purpose of Induction is to support each participating teacher to deepen their practice so that the academic learning needs of all students are met. It also supports the beginning teachers in their completion of clear credential requirements as outlined in the Standards of Quality and Effectiveness for Professional Teacher Induction Programs.



PROGRAMS

General Education

For Candidates who need to clear their multiple and/or single-subject credentials

Special Education

For Candidates who need to clear their Education Specialist Instruction credential(s)

Additional Opportunities

For candidates who work outside Evergreen School District and need to clear one of the above credentials. Contact the Program Coordinator for more information

THE CALIFORNIA STANDARDS FOR THE TEACHING PROFESSION

To enable teachers to define and develop their teaching practice, California has developed a set of professional standards.

The California Standards for the Teaching Profession (CSTP) are the foundation for all Induction activities and training. The standards are organized around six interrelated categories of teaching practice:

1. Engaging & Supporting All Students in Learning
2. Creating & Maintaining Effective Environment for Student Learning
3. Understanding & Organizing Subject Matter for Student Learning
4. Planning Instruction & Designing Learning Experiences for All Students
5. Assessing Student Learning
6. Developing as a Professional