

Professional Staff Induction Program

In accordance with law, the district shall provide an induction program for the continuing professional development of teachers, special service providers, principals and administrators with initial licenses just entering the profession and new to the district.

The purpose of the induction program under the educator licensing law shall be to promote purposeful learning by inductees rather than learning about the district and teaching through trial and error. The goal of the district's program is to enhance the job satisfaction of its educators by providing a collegial atmosphere for teaching and learning.

The induction program shall provide for supervision by mentors and ongoing professional development and training, including ethics and performance evaluations in accordance with the district's performance evaluation system.

The district's induction program shall include four major components:

- Orientation of newcomers to new professional roles
- Socialization and transition problems normally faced by newcomers to organizations
- Technical skill refinement and development including ethics
- Performance assessment

The district shall establish criteria to evaluate an inductee who has successfully completed the program.

The associate superintendent shall be responsible for recommending the inductee to the state for a professional license.

Nothing in this policy or in the induction program shall be construed to imply in any manner the establishment of any property rights or expectancy or entitlement to continued employment. A favorable recommendation that an inductee receive a professional teaching license at the conclusion of the induction program is a decision separate and distinct from any decision about continued employment in the district.

All employment decisions remain within the sole and continuing discretion of the Board of Education.

District personnel shall establish a process to evaluate the district's induction program so that it fits within the comprehensive district-wide professional growth plan for district personnel.

Adopted: July 24, 2007

Reviewed: February 26, 2019

LEGAL REFS.: C.R.S. 22-60.5-102 (7)
C.R.S. 22-60.5-114 (2)
C.R.S. 22-60.5-201 (1)(c)(I)(B)
C.R.S. 22-60.5-204 (*teachers*)
C.R.S. 22-60.5-210 (1)(b)(I)(B)
C.R.S. 22-60.5-213 (*special services providers*)
C.R.S. 22-60.5-301 (1)(b)(I)(C)
C.R.S. 22-60.5-304 (*principals*)
C.R.S. 22-60.5-306 (1)(b)(I)(C)
C.R.S. 22-60.5-309 (*administrators*)

CROSS REF.: GCHA/GCHB, Mentor Teachers/Administrators

File: GCHC*

Garfield School District No. Re-2, Rifle, Colorado