

## **Certificated Personnel**

### **BEGINNING TEACHER SUPPORT/INDUCTION**

The Board of Trustees recognizes that intensive professional development and support will help beginning teachers apply their academic preparation more effectively in the classroom and result in greater district retention of capable beginning teachers. The Superintendent or designee shall ensure that first- and second-year teachers receive guidance to help them make an effective transition into the teaching profession.

The Superintendent or designee shall inform beginning teachers about induction programs that are available to help them fulfill the requirements of the professional clear multiple-or-single-subject teaching credential pursuant to Education Code 44259.

#### **District-Sponsored BTSA Induction Program**

When approved by the Commission on Teacher Credentialing (CTC) and the Superintendent of Public Instruction, the district may serve as a sponsor of an induction program. The program shall meet state standards for induction programs and shall support beginning teachers in meeting the competencies described in the California Standards for the Teaching Profession.

The Superintendent or designee, with input from the participating teachers, shall pair each participating teachers with support provider who is an experienced teacher, knowledgeable about beginning teacher development and needed competencies, and effective in interpersonal and communication skills. The roles and responsibilities of support providers shall be clearly defined in writing and communicated to all program participants.

The Superintendent or designee shall provide initial preparation and additional professional development for support providers to enable them to acquire and enhance their knowledge and skills needed to work with beginning teachers.

Professional development provided to a beginning teacher shall be based on an individual induction plan which takes into consideration the teacher's prior preparation and experience.

Subject to verification and approval of the Superintendent or designee, a beginning teachers shall not be required to demonstrate that a competency has been met, nor complete a program element designed to assist beginning teachers in meeting that competency, if he/she previously met the competency while participating in a CTC-approved teachers preparation program. (Education Code 44279.1)

Performance assessments conducted as part of the induction program shall not be used for employment-related evaluations, as a condition of employment, or as a basis of terminating employment. (Education Code 44279.1)

The Superintendent or designee shall conduct an annual evaluation of the induction program and shall report to the Board regarding its effectiveness in meeting district program goals.

**BEGINNING TEACHER SUPPORT/INDUCTION (continued)**

(cf. 4131 - Staff Development)  
(cf. 4112.2 - Certification)  
(cf. 4112.21 - Interns)  
(cf. 4112.24 - Teacher Qualifications Under the No Child Left Behind Act)  
(cf. 4138 - Mentor Teachers)  
(cf. 4115 - Evaluation/Supervision)  
(cf. 4117.4 - Dismissal)  
(cf. 0500 - Accountability)  
(cf. 9000 - Role of the Board)

Legal Reference:

**EDUCATION CODE**

41520-41522 Teacher Credentialing Block Grant  
41530-41532 Professional Development Block Grant  
44259 Credential requirements  
44259.5 Standards for professional preparation programs  
44275.4 Credential requirements, induction, out-of-state teachers  
44279.1-44279.7 Beginning Teacher Support and Assessment Program (BTSA)  
44325-44329 District interns  
44380-44386 Alternative certification  
44450-44468 University interns  
44560-44562 Certificated Staff Mentoring Program

**CODE OF REGULATIONS, TITLE 5**

6100-6126 Teacher qualifications, No Child Left Behind Act  
80055 Internship credential  
80413 Credential requirements  
80413.3 Credential requirements; teachers with out-of-state credentials

**UNITED STATES CODE, TITLE 20**

6319 Highly qualified teachers  
6601-6702 Preparing, training and recruiting high quality teachers and principals  
7801 Definitions, highly qualified teacher

Management Resources:

**COMMISSION ON TEACHER CREDENTIALING/CALIFORNIA DEPARTMENT OF EDUCATION POLICY**

Funding Policy for Teacher Development Programs, December 2006

**COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS**

Induction Manual: A Credential Application Processing Guidebook for Commission-Approved Induction Programs, June 2004

Final Report of the Individual Evaluation of the Beginning Teacher Support and Assessment Program,  
April 2002

Standards of Quality and Effectiveness for Professional Teacher Induction Programs, March 2002

**BEGINNING TEACHER SUPPORT/INDUCTION (continued)**

California Standards for the Teaching Profession, 1997

**WEB SITES**

Beginning Teacher Support and Assessment: <http://www.btsa.ca.gov>

California Department of Education: <http://www.cde.ca.gov>

Commission on Teacher Credentialing: <http://www.ctc.ca.gov>

7/05

2/8/06

(7/05) 11/06

5/9/07

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11/14/07