Fontana Unified School District

Teacher Induction Program Preconditions 2026

General Preconditions	Evidence
Precondition 1 for School Districts or Other Non-Regionally Accredited Entities (b) School districts or other non-regionally accredited entities: The Superintendent or CEO of the district or entity shall submit a signed letter noting district leadership continued support for the program.	Statement of Assurance 2026.pdf
Precondition 2. Enrollment and Completion. Once a candidate is accepted and enrolls in an educator preparation program, the approved program sponsor must offer the approved program, meeting the adopted standards, until the candidate: I. completes the program; II. withdraws from the program; III. is dropped from the program based on established criteria; or IV. is admitted to another approved program to complete the requirements, with minimal disruption, for the authorization. In the event the program closes, a teach out plan, which includes individual transition plans for each candidate as well as a plan for candidates and graduates to access their student records would need to be developed.	Statement of Assurance 2026.pdf Induction Handbook Completion Requirements FUSD Induction Program Teach Out Plan.pdf
Precondition 3. Responsibility and Authority. To be granted continuing accreditation by the Committee on Accreditation, the entity shall provide the following information: A. Identify the position within the organizational structure that is responsible for ongoing oversight of all educator preparation programs offered by the entity (including educator preparation programs offered by an extension division, if any). B. Provide a description of the reporting relationship between the position described in (a) and the individual(s) who coordinate each educator preparation program offered by the entity. If a reporting relationship is indirect, describe the levels of authority and responsibility for each educator preparation program. Include an organizational chart for the institution as well as the	Adele Thomas, Senior Director of Human Resources Leadership Development and Program Support, is responsible for ongoing oversight of the teacher induction program. She is responsible for daily operational duties; such as mentor development and training, monitoring candidates' induction progress and records, and providing data to the Committee on Accreditation. The Human Resources Organizational Chart.pdf outlines the position within the Human Resources Division which is responsible for the teacher induction program. Advisory Board

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division(s) within the institution responsible for the oversight of educator preparation programs; include any parent organization, outside organization(s), or partner(s) who will be involved in the oversight of the educator preparation unit and/or responsible for any aspect of program delivery. C. Provide policies to ensure that duties regarding credential recommendations are provided solely by persons who are current employees of the Commission approved institution.	Statement of Assurance 2026.pdf
Precondition 4 Lawful Practices. To be granted continuing accreditation by the Committee on Accreditation, a program of professional preparation must be proposed and operated by an entity that makes all personnel decisions without unlawful discrimination. These decisions include decisions regarding the admission, retention or graduation of students, and decisions regarding the employment, retention, or promotion of employees.	The Fontana Unified School District prohibits discrimination, intimidation, harassment (including sexual harassment), or bullying based on a person's actual or perceived ancestry, color, disability, race, ethnicity, religion, gender, gender expression, gender identity, immigration status, national origin, sex, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics. The teacher induction program operates under Fontana Unified School District's policy for employment as stated by FUSD Non Discrimination in Employment. This information is made available to candidates on the FUSD website and shared with candidates upon employment.

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Precondition 5. Commission Assurances. To be granted continuing accreditation by the Committee on Accreditation, the program sponsor must: (a) assure that the sponsor will fulfill all of the applicable standards of program quality and effectiveness that have been adopted by the Commission, (b) assure that all candidates participating in public school-based field activities hold a Certificate of Clearance from the Commission, (c) assure that the approved program sponsor will cooperate in an evaluation of the program by an external team or a monitoring of the program by a Commission staff member, and (d) assure that the approved program sponsor will participate fully in the Commission's accreditation system, including the timely submission of documents required for accreditation.	Statement of Assurance 2026.pdf
Precondition 6. Requests for Data. To be granted continuing accreditation by the Committee on Accreditation, the entity must identify a qualified officer responsible for reporting and responding to all requests from the Commission for data including, but not limited to, program enrollments, program completers, examination results, including performance assessments, and state and federal reporting within the time limits specified by the Commission. Institutional contact information must be updated annually.	Statement of Assurance 2026.pdf
Precondition 7. Veracity in all Claims and Documentation Submitted. To be granted continuing accreditation by the Committee on Accreditation, the entity must positively affirm the veracity of all statements and documentation submitted to the Commission.	Statement of Assurance 2026.pdf
Precondition 8. Grievance Process. To be granted continuing accreditation by the Committee on Accreditation, the approved program sponsor must have a clearly delineated grievance process for candidates and applicants. The grievance process information must	The grievance process is included in the Induction Handbook (Pg. 24) and shared with candidates at the Induction Orientation Meeting August 2025.

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be accessible to all candidates and applicants and the institution must be prepared to provide documentation that candidates have been informed of the grievance process and that the process has been followed. Note: While the Commission does not dictate a specific process for candidates to grieve actions and decisions related to the admission, progress, and completion of their program, the Commission may find it necessary to comment on an institution's grievance process if it appears to unfairly disadvantage the candidate. Examples include requiring the candidate to grieve to the very same individuals for whom the grievance is directed.	
Precondition 9. Faculty and Instructional Personnel Participation All faculty and instructional personnel employed by colleges and universities who regularly teach one or more courses in an educator preparation program leading to a credential, shall actively participate in the public school system at least once every three academic years, appropriate to their credential area. Faculty who are not in the Department, School or College of Education are exempt from this requirement. Reference: Education Code Section 44227.5 (a) and (b). *This precondition applies only to colleges and universities. Local Education Agencies do not need to address this precondition.*	Not applicable.
Precondition 10. Communication and Information. To be granted continuing accreditation by the Committee on Accreditation, the approved program sponsor must provide easily accessible and accurate information to the public, prospective educators, and enrolled candidates about the requirements for admission and successful completion for all its educator preparation programs.	Information regarding the teacher induction program can be accessed through Induction Brochure (provided upon hiring) Induction Orientation Meeting August 2025

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Precondition 11. Student Records Management, Access, and Security. To be granted continuing accreditation by the Committee on Accreditation, the sponsor must demonstrate that it will maintain and retain student records in accordance with the institution's record retention policy. Institutions will provide verification that: (a) Candidates and graduates will have access to and be provided with transcripts and/or other documents for the purpose of verifying academic units and program completion. (b) All candidate records will be maintained at the main institutional site or central location (paper or digital copies). (c) Records will be kept securely in locked cabinets or on a secure server located in a room not accessible by the public.	Records for Induction candidates are centrally located with the Leadership Development & Program Support Department, Human Resources Division through a digital format (One Drive). Individual folders are created by Adele Thomas, Senior Director (lead of the Teacher Induction Program) and shared with the candidate and their mentor. Settings in One Drive are "restricted" so only those provided with the digital link can access the folder. In the event that a candidate is no longer employed with FUSD, they will be provided with a copy of their digital records upon request. Candidates and mentors are informed of this information through the Induction Handbook (pg. 14), which is located in their individual Induction folders and reviewed with candidates at the Induction Orientation Meeting 2025. The Completion Requirements is a digital tracking system used to verify that candidates are completing program requirements. This information is shared with candidates and their mentors through a digital link upon the candidate's start of the induction program and monitored monthly by the Induction leadership team. Statement of Assurance 2026.pdf
Precondition 12: Disclosure. Institutions must disclose information regarding any outside organizations that will be providing any direct educational services as all or part of the educator preparation programs sponsored by the institution and identify the type of services the outside organization will provide. *Please note: This precondition relates to direct educational services to candidates. It is not necessary to*	Statement of Assurance 2026.pdf Induction PD Offerings

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include entities that may provide other important services but are not directly related to the program offerings such as coursework, curriculum or fieldwork. Examples of these other services that do not need to be identified under the disclosure precondition include portfolio or student data systems such as Task Stream or Live Text or other similar technology, assessment companies, and others.	

Teacher Induction Program Preconditions	Evidence
1. Each Induction program must be 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.	Induction Handbook (pg. 7)
2. The Induction program must identify and assign a mentor to each participating teacher within the first 30 days of the participant's enrollment in the program, matching the mentor and participating teacher according to credentials held, grade level and/or subject area, as appropriate to the participant's employment.	Induction Handbook (pg. 9) MOU-CANDIDATES 2025-2026.pdf Mentor Caseload List
3. Each Induction program must assure that each participating teacher receives an average of not less than one hour per week of individualized support/mentoring coordinated and/or provided by the mentor.	Induction Handbook (pg. 7) MOU-CANDIDATES 2025-2026.pdf Mentor Caseload List Meeting Log
4. Goals for each participating teacher must be developed within the context of the Individual Learning Plan (ILP) within the first 60 days of the teacher's enrollment in the program.	Probationary teachers are required to write goals for their formal employee evaluation within the first four weeks of school. Mentors assist with aligning evaluation goals to their ILP goals. Induction Handbook

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	MOU-CANDIDATES 2025-2026.pdf Individual Learning Plan Completion Requirements
5. The Individual Learning Plan must be designed and implemented solely for the professional growth and development of the participating teacher and not for evaluation for employment purposes.	Statement of Assurance 2026.pdf MOU-CANDIDATES 2025-2026.pdf Individual Learning Plan
6. An Induction program sponsor must make available and must advise participants of an Early Completion option for “experienced and exceptional” candidates who meet the program’s established criteria.	Induction Handbook (pg. 16) Induction Orientation Meeting 2025

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