

**EL DORADO UNION HIGH SCHOOL DISTRICT  
BOARD POLICY**

**Certificated Personnel**

**BEGINNING TEACHER SUPPORT / INDUCTION  
BP 4131.1**

The Governing Board 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 teacher profession.

*(cf. 4131 - Staff Development)*

*Note: Pursuant to Education Code 44259 first- and second-year teachers must complete a beginning teacher induction program as a condition of receiving the professional clear multiple- or single-subject teaching credential, unless they have completed an approved internship program that fulfills induction standards. However, pursuant to Education Code 44259, if a beginning teacher induction program is unavailable or the teacher needs to complete subject matter course work to be qualified for a teaching assignment under the No Child Left Behind Act, he/she may instead complete a 5th year of study in an accredited teacher preparation program at a California college or university.*

*Education Code 44259 states that a qualifying induction program may include (1) a Beginning Teacher Support and Assessment (BTSA) induction program offered pursuant to Education Code 44279.1–44279.7, (2) an approved alternative program provided by one or more local educational agencies, or (3) an alternative program provided by a regionally accredited college or university in cooperation with one or more school districts. All such programs must be approved by the Commission on Teacher Credentialing (CTC) and the Superintendent of Public Instruction (SPI). Currently the large majority of approved induction programs are BTSA programs. Funding for BTSA induction programs is apportioned through the Teacher Credentialing Block Grant (Education Code 41520–41522).*

*Although Education Code 44279.1 states that the individuals participating in a district or university internship program are eligible to participate in the BTSA program, that code section does not reflect a funding policy adopted by the CTC and the California Department of Education (CDE) in December 2006 which indicates that possession of a preliminary teaching credential is a prerequisite to participating in BTSA. Furthermore, according to the funding policy, if an individual needs to participate in both a BTSA and internship program during 1 fiscal year, he/she must be identified as an unfunded participant in one of those programs. Districts need to be cautious not to claim funding for both programs for the same individual per fiscal year.*

*In addition, pursuant to Education Code 44279.1, “beginning teacher” does not include a teacher with a life credential, a clear credential, or a professional clear teaching credential who returns to serve in a certificated teaching position.*

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.

*(cf. 4112.2 - Certification)*

*(cf. 4112.21 - Interns)*

*(cf. 4112.24 - Teacher Qualifications Under the No Child Left Behind Act)*

### **DISTRICT-SPONSORED BTSA INDUCTION PROGRAM**

*Note: All such programs of a sponsor of a BTSA or alternative induction program pursuant to Education Code 44259, shall meet the Standards of Quality and Effectiveness for Professional Teacher Induction Programs developed by the CTC.*

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.

*Note: Beginning teachers participating in the district's induction program must be paired with a support provider who is an experienced teacher, as specified below. This support provider may also be a mentor teacher, pursuant to education Code 44560-44562. The Certificated Staff Mentoring Program provides assistance to beginning teachers in "staff priority schools," defined as schools with an aggregate Academic Performance Index at or below the 30th percentile in any of the five previous school years. These mentor teachers must satisfy the qualifications established by the district for support providers consistent with the CTC's Standards for Quality and Effectiveness for Professional Teacher Induction Programs.*

The Superintendent or designee, with input from the participating teacher, shall pair each participating teacher with a 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.

*(cf. 4138 - Mentor Teachers)*

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.

The beginning teacher's knowledge and classroom practice shall be regularly assessed using multiple measures and the results shall be used to monitor and revise subsequent individual induction plans. The Superintendent or designee shall maintain a complete record of each participating teacher's participation and progress toward completion of professional credential requirements.

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*)

(*cf. 4115 - Evaluation / Supervision*)

(*cf. 4117.4 - Dismissal*)

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

(*cf. 0500 - Accountability*)

(*cf. 9000 - Role of the Board*)

**Legal References:**

*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*

**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*

*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>*