

AUSD's Teacher Induction Program (TIP)

April 23, 2019

Background

- Teacher credentialing in CA is two-tiered
- Individuals initially earn a preliminary credential and then a “clear” credential
- Teacher Induction Program (TIP) is the only pathway to “clear” teaching credential
- Program partnership with Contra Costa County Office of Education (CCCCOE) since 2014

Background, continued...

- CCCOE approved Commission on Teacher Credentialing (CTC) Induction Program
- Program is generally two years
- Supports new general education and new special education teachers
- Induction focuses on California Standards for Teaching Profession (CSTPs)

Background, continued...

- Program highly individualized and tailored to teacher's need and adjusts accordingly
- Provides opportunity to increase student learning through reflective practice
- Recruitment tool to attract new teachers to Alameda Unified

Teacher Induction Mentors

- First year mentors participate in 5 full days of professional development
- Second year mentors participate in 3.5 days of professional development
- Third year and beyond mentors participate in 3 full days of professional development
- Professional development is in partnership with the New Teacher Center and its research-based best practices approach for mentoring

Teacher Induction Mentors, continued...

- All mentors expected to meet at minimum one hour weekly with new teacher and conduct a minimum of three observations annually
- Recommended that mentors support 1 new teacher, with 2 max, unless mentor is a retiree or Teacher on Special Assignment (TSA)
- Credential-Alike Mentors (CAMs) assigned when teacher needs to clear specific Special Education authorization area

Current Program Numbers

- 32 General Education teachers
- 7 Special Education teachers
- 9 mentors
- 1 full-release TSA
- 3 Credential-Alike Mentors (CAMs)

Looking Ahead

- Recently awarded a \$1.3M Local Solutions Grant from CTC for identified needs
- A grant funding provision is to hire Special Education TSAs to support interns, candidates on emergency permits, and those participating in induction
- Money also awarded to support classified staff in foreign transcript evaluation, basic skills exam, and subject exams to become teachers

Looking Ahead, continued...

- Grant requires matching funds
- Current expenditure for CCCOE partnership and TSA used as part of matching funds to secure grant
- Distribution of \$1.3M will be over 5 years

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Questions?