

Santa Barbara County Education Office
Teacher Induction Program
Candidate Overview

Candidates grow and improve in their ability to reflect upon and apply the California Standards for the Teaching Profession (CSTP) and the specific pedagogical skills for subject matter instruction beyond what was demonstrated for the preliminary credential.

Eligibility

In general, participants:

- Must hold a California* preliminary single, multiple, or education specialist credential
- Must currently hold a teaching position in a public, charter, private**, or independent school where a teaching credential is required
- Are within their first five years of teaching with their preliminary credential

*New and experienced teachers holding an out-of-state credential are eligible to participate, but should check with the program Director and/or the SBCEO Credentials Analyst for more information.

**Private and independent school teachers may be required to pay some or all of the program costs in order to participate in the program, depending on each school's policy.

Responsibilities

- **Enrollment:** All participants complete annual enrollment, including program registration, program commitment, and the creation of an account in the online classroom (NEO).
- **Professional Collaboration:** Each candidate is assigned a mentor who will guide and support the induction work in the following ways:
 - Candidates attend required TIP meetings with their mentor
 - Candidates and Mentors meet and document at least one hour per week. A collaborative record is used to capture weekly "Outcomes" and "Next Steps", submitted monthly
 - Candidates collaborate with their mentor to create and fulfill an inquiry-based Individualized Learning Plan (ILP)
 - Candidates and mentors conduct classroom observations to collect & analyze performance data
- **Meetings/Professional Learning:** Each candidate is required to document professional development in their ILP, as outlined in *Professional Learning Guidelines* (see Professional Learning and Growth tab).
- **Inquiry Cycle (Formative Assessment):** With guidance from their mentor, candidates will participate in an ongoing professional cycle of inquiry, through which an Individual Learning Plan (ILP) and portfolio will be developed. Formative assessment results are used to guide professional development and are not for teacher evaluation nor employment decisions.
- **Program Completion:** Candidates must complete all induction program assignments and requirements **in accordance with published deadlines and standards** in order to be recommended for a clear credential. If circumstances arise that prevent a candidate's ability to complete the program as planned, a formal written request for extension may be submitted for consideration, as outlined in *Extension of Induction Program* (see Program Information and Policies tab).

NOTE: Incompletion

A candidate who fails to meet program requirements and deadlines will not complete the program, nor be recommended for a clear credential until all responsibilities are fulfilled. Re-enrollment in the program at a later date may be required, with the possibility that the candidate be held financially responsible for services rendered outside of the program scope and deadlines.