



TRANSCRIPT

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Title: Teacher Induction Program – Overview

- [Instructor] This video will provide an overview of the Orange County Department of Education Teacher Induction Program. It will also serve as initial advisement for our Induction candidates. Our program represents all types of schools, teachers, and learners. We serve 12 public school districts, several charter schools, and many private schools across Orange County. You may be wondering, what is Induction anyway? It's a two-year program based in action research designed to support new teachers. It is regulated by the California Commission on Teacher Credentialing. And completion of an Induction program is a requirement to clear a preliminary teaching credential. Lastly, the California Standards for the Teaching Profession provide the context for candidate assessment in the Induction program. In order to participate in the Induction program, you must hold a valid teaching credential in the state of California. This can be in the form of a Single Subject or Multiple Subject Credential or an Education Specialist Credential. In addition, you must be employed as a teacher of record. This means that you are working with a group of students throughout the school year and that you are responsible for preparing lessons, teaching lessons, and facilitating learning and assessing those students. Our program is a two-year program broken down into four semesters. Each year, candidates will develop an Individual Learning Plan, which will act as a roadmap for their Induction experience. Candidates will have weekly support from a trained mentor and will also have the support of the lead mentor. The lead mentor will hold monthly network meetings, which will also count as the weekly mentoring session, because they are designed to be working sessions with the support of a lead mentor. Lastly, candidates and mentors will have access to the OCDE-sponsored optional professional learning opportunities. And all candidates will be selecting professional learning to support their identified ILP. In semester one and three, candidates focus on identifying their needs for growth and areas for focus for improving student learning, and then they use this information to establish a growth goal and determine professional learning needs. In semester two and four, they will participate in professional learning, conduct an action research project using that learning, and then they will be reflecting on that process. Your two candidates also presents their action research findings in a summative exit presentation. Our program also offers an early completion option to candidates that are approved. All candidates that have been teaching for a minimum of three years and can provide proof of exemplary teaching practices through our program process are welcome to apply in year one. Those approved will return for one final semester during which they will conduct an additional action research project. As a candidate in the OCDE Induction program, you will have certain responsibilities that must be met in order for you to clear your credential. You must create, implement, and reflect on a CSTP-based ILP annually. You must conduct action research in your classroom, maintain confidentiality for your students, meet standards on all candidate competence assessments, and complete all program requirements for recommendation. Please note: you may have additional responsibilities as determined by the Commission on Teacher Credentialing. The coordinator will audit your credential information when you apply and contact you for additional advisement if this applies to you. Let's look closer at some of those responsibilities. We mentioned the CSTPs a few times. Those are the standards that we, as teachers, hold ourselves to in the State of California. You may be more familiar with the TPEs, based on your pre-service experience, and those standards are directly related to the CSTPs, and that means you're already familiar with much of the terminology you will find in your new standards. You have also heard me use the term ILP a few times, or Individual Learning Plan. So, what is an Individual Learning Plan? Each year, candidates develop an ILP with their mentor that includes professional learning as part of an action plan to achieve a self-identified goal for growth. On a related note, professional learning for Induction purposes is defined as the following. District and/or school-sponsored trainings, personal professional learning pursuits, observations of focus teachers, and optional OCDE-sponsored professional learning. We have also used the term action research throughout this presentation. So, what is action research, you ask? It is a cycle that starts with asking a question based on a learning concern or need and then determining what you want to test out as a solution to that concern. You then implement the solution and test it by collecting data on student learning and you analyze it.

You then reflect on your practice and plan your subsequent instruction based on your findings, and then the cycle repeats. This is, by far, one of the most effective ways to try out new strategies in the classroom and determine if they improve student learning. The best part is, you have all the tools you need at your fingertips to conduct this type of research whenever you want to do so, and we will show you exactly how to do it. Now that you understand the program and the requirements, I'd like to highlight the best part of Induction, the support. You'll have many types of people available to support you in this process. The OCDE Program Coordinator and staff, the Lead Mentor, the mentor that's assigned to you, not to mention the cohort of colleagues that you'll be meeting with once a month. If you're watching this video for more information on the program and you are ready to enroll, the process is easy. Start by visiting our website to locate the steps and the link to the online application. If you are already enrolled and watching this video for advisement, we welcome you and look forward to working with you this school year. For the candidates that are paying their own tuition, you will want to understand our tuition costs and timelines for payment. The tuition is \$3,600 per year. We provide a payment schedule that defines three installments and due dates. And there's also credit union loan available to you through SchoolsFirst. In addition, we provide IRS documentation to all individuals paying tuition directly. For all candidates, salary credit is available for purchase through university partnerships. More information will be available later on in the program year. Our mission is to support new teachers. We are only a phone call or email away if you need support or have any questions. Thank you for watching.

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