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Action

Professional Services Committee

Adoption of Preconditions for Commission-Approved Induction Programs

Executive Summary: This agenda item presents proposed *Preconditions for Commission-Approved Induction Programs*.

Recommended Action: Staff recommends adoption of the proposed *Preconditions for Commission-Approved Induction Programs*.

Presenter: Teri Clark, Administrator,
Professional Services Division

Strategic Plan Goal: 1

Promote educational excellence through the preparation and certification of professional educators

- ◆ Sustain high quality standards for the preparation and performance of professional educators and for the accreditation of credential programs

August 2008

Adoption of Preconditions for Commission-Approved Induction Programs

Introduction

This agenda item presents proposed *Preconditions for Commission-Approved Induction Programs*. Preconditions are based on legal requirements and/or Commission policy and are issues of compliance, not quality. The Commission adopted revised induction program standards at the June 2008 meeting.

Background

When the Commission adopted the revised *Standards of Quality and Effectiveness for Teacher Induction Programs*, preconditions were not adopted concurrently as staff needed to review the proposed precondition language to ensure appropriate coverage of all necessary topics. Induction programs have not previously been held accountable to meeting preconditions, but with the transition of induction programs to the Commission's accreditation system, including the use of the Commission's Common Standards, it is now appropriate for preconditions to also apply to Commission-approved induction programs.

Preconditions

California law provides the Commission on Teacher Credentialing with the authority to accredit institutions and approve all programs that lead to a credential to serve as an educator in California's public schools. Among other responsibilities, Section 44225 of the California Education Code outlines that the Commission establishes professional standards, assessments and examinations for entry and advancement in the education profession; adopts a framework and general standards for the accreditation of preparation programs for teachers and other certificated educators; and proposes appropriate rules and regulations related to educator preparation. All institutions proposing to offer credential programs in the area of educator preparation must initially respond to the Commission's preconditions.

Preconditions, in part, determine a sponsor's eligibility to apply to the Commission for approval of one or more educator preparation programs. Some of the preconditions are based on state laws, while other preconditions are established by Commission policy. Examples of preconditions include requirements in areas such as regional accreditation for university based programs, responsibility and authority for the program, personnel decisions complying with law, demonstration of need for the program, and admission requirements.

Prospective sponsors proposing to offer one or more educator preparation programs leading to a credential must initially provide a response to each precondition, including in that response appropriate supporting evidence and/or documentation. The sponsor's response to the preconditions and the evidence submitted is reviewed by Commission staff. For all credential and certificate programs a program sponsor must meet the applicable preconditions

(<http://www.ctc.ca.gov/educator-prep/STDS-preconditions.html>) before the program application is reviewed against the Commission's adopted Common Standards and the applicable program standards.

Currently, there are no adopted preconditions for induction programs. The Induction Standards Design Team, along with Commission staff, developed the proposed *Preconditions for Commission-Approved Induction Programs* included in the appendix beginning on Page 5 of this agenda item. The proposed preconditions address the following topics:

1. ***Institutional approval:*** All colleges or universities proposing to sponsor an Induction program must be regionally accredited and all local education agencies (LEAs-school districts or county offices of education) must be approved by the California Department of Education as an LEA and must submit verification of the willingness to sponsor an induction program from the Superintendent or governing board agreeing to sponsor the program.
2. ***Responsibility for the program:*** Program sponsors must identify the position within the organization that is responsible for the program and must also describe the organizational reporting structure.
3. ***Personnel and admission procedures:*** Program sponsors must verify that their personnel and admission decisions will comply with all constitutional and legal requirements.
4. ***Need for the program:*** Program sponsors must demonstrate a need in the field for the program. This precondition applies to initial approval only.
5. ***Evaluation of the program:*** Program sponsors must agree to meet all adopted Common and program standards and to participate in the Commission's evaluation (including accreditation) process. This precondition applies to initial approval only.
6. ***Requests for data:*** Program sponsors must agree to respond to requests for data from the Commission.
7. ***Admission:*** Program sponsors must comply with specific admission requirements for Induction. Each participant must hold a valid California Preliminary Multiple or Single Subject credential and, for teachers trained out of state, must have less than two years teaching experience.
8. ***Early Completion Option:*** Program sponsors must offer an Early Completion option to qualified candidates.
9. ***Support Provider:*** Program sponsors must provide each participating teacher with an assigned support provider within 30 days of the teacher's participation in the induction program.
10. ***English language skills:*** Program sponsors must assist each participant in demonstrating knowledge about teaching English learners, including knowledge about teaching reading to all students.
11. ***Completion of the program:*** Program sponsors must agree to only recommend for credentials those participants who have completed all program requirements.

Next Steps

If the Commission adopts the proposed *Preconditions for Commission-Approved Induction Programs*, staff will communicate this information to the field. The preconditions will be made available via the Commission’s website and will be communicated through the Commission’s e-news list. The Beginning Teacher Support and Assessment (BTSA) Induction Cluster Region Directors, under the direction of the BTSA Interagency Task Force, will provide technical assistance to the current induction programs in submitting confirmation of compliance with the adopted preconditions. Commission staff will also provide technical assistance to any prospective induction programs.

Activity	Time Frame
Induction standards adopted by the Commission	June 5, 2008
Induction programs review and revise their programs and program documents to meet the revised induction program standards (Program Standards 1-6).	July-October 2008
<i>Preconditions for Commission-Approved Induction Programs</i> presented to the Commission for adoption.	August 2008
Common Standard edits return to the Commission for adoption.	October 2008
Induction programs complete the review and revision process to ensure their program and program documents meet the Commission’s Common Standards.	November 2008 – February 2009
Regional review of induction program documents to ensure the planned program meets the revised induction program standards, Common Standards, and preconditions.	February-June 2009
All approved induction programs are implementing a revised program and have an updated program document that meets the adopted standards, including confirmation of satisfying all preconditions.	July 2009

Recommended Action

Staff recommends that the Commission adopt the *Preconditions for Commission-Approved Induction Programs* as presented on pages 5-7 of this agenda item.

Appendix
Preconditions for Induction Programs

Preconditions for Commission-Approved Induction Programs

General Preconditions Established by State Law and the Commission

Pursuant to Education Code Section 44227(a), each program of teacher induction for a Clear credential shall adhere to the following requirements of the Commission.

- (1) **Approval and Academic Credit.** To be granted initial institutional approval by the Commission to become eligible to submit programs or continuing approval, the program(s) must be proposed and operated by an institution that (a) is fully accredited by the Western Association of Schools and Colleges or another of the six regional accrediting associations, and (b) grants postbaccalaureate academic credit, or both. This provision does not apply to teacher induction programs offered by school districts and/or local education agencies (LEAs) as defined by the Education Code.

For LEAs as defined by Education Code that wish to offer a teacher induction program, the district or LEA shall submit verification of the governing board's or Superintendent's agreement to sponsor the induction program.

- (2) **Responsibility and Authority.** To be granted initial institutional approval by the Commission to become eligible to submit programs or continuing approval, the institution/district/LEA shall provide the following information:

- (a) Identification of the position within the organizational structure that is responsible for ongoing oversight of all educator preparation programs offered by the institution/district/LEA (including the induction program).

- (b) Description of the reporting relationship between the position described in (a) and the individuals who coordinate the induction program offered by the institution/district/LEA. If a reporting relationship is indirect, describe the levels of authority and responsibility for each individual.

- (3) **Personnel Decisions.** To be granted initial institutional approval by the Commission to become eligible to submit programs or continuing approval, a teacher induction program must be proposed and operated by an institution/district/LEA that makes all personnel decisions without considering differences due to gender or other constitutionally or legally prohibited considerations. These decisions include decisions regarding the admission, retention, or graduation of students, and decisions regarding the employment, retention or promotion of employees.

- (4) **Demonstration of Need.** To be granted initial institutional approval by the Commission to become eligible to submit programs, the teacher induction program proposal must include a demonstration of the need for the program.

- (5) **Commission Assurances.** To be granted initial institutional approval by the Commission to become eligible to submit programs, the teacher induction program sponsor must (a) demonstrate that the program will fulfill all of the applicable standards of program quality and effectiveness that have been adopted by the Commission and approved by the California Department of Education; (b) include an assurance that the institution/district/LEA will cooperate in an evaluation of the program by an external team or a monitoring of the program by the Commission; and (c) include an assurance that the institution/district/LEA will participate in focused reviews of one or more aspect(s) of the program when designated by the Commission.
- (6) **Requests for Data.** To be granted initial institutional approval by the Commission to become eligible to submit programs or continuing approval, the institution/district/LEA must identify a qualified individual responsible for reporting and responding to all requests from the Commission for the electronic submission of data, including, but not limited to, program enrollments, program completers, transferring candidate transportability processes, Early Completion Option criteria and number of Early Completion Option program completers, and candidate and state and federal reporting data within the time limits specified by the Commission.
- (7) **Program Admission.** An institution/district/LEA sponsoring a teacher induction program must assess each candidate's standing in relation to the eligibility criteria for enrollment in a teacher induction program, and admit only those candidates who meet the first requirement and the second, if applicable:
- The candidate holds a valid California Preliminary Multiple and/or Single Subject Teaching Credential (Ryan Credential or SB 2042 Credential)
 - The candidate, if trained out of state, has less than two years of teaching experience.
- Reference: Education Code Sections 44279.1, 44279.4.*
- (8) **Early Completion of Program Requirements.** An institution/district/LEA sponsoring a professional teacher induction program shall make available and advise candidates of an Early Completion option for “experienced and exceptional” candidates who meet the program’s established criteria.
- Reference: Education Code Section 44279.25.*
- (9) **Program Support Providers.** An institution/district/LEA sponsoring a teacher induction program shall ensure that the assignment of a support provider for each beginning teacher occurs within the first 30 days of initial teacher participation in the induction program so the candidate and the support provider can begin to develop a professional induction plan for the support and development of each beginning teacher. The support provider must hold a valid California teaching credential, or have equivalent professional background and experience.
- Reference: Education Code Section 44279.*
- (10) **English Language Skills.** In each program of professional teacher induction, the sponsoring institution/district/LEA shall require the candidates to demonstrate knowledge

of methods of developing English language skills, including reading, among all pupils, including those for whom English is a second language.

Reference: Education Code Section 44259.5.

- (11) Completion of Requirements.** An institution/district/LEA sponsoring a teacher induction program shall determine, prior to the recommending of a candidate for the Clear credential, that the candidate has completed the approved induction program.

Reference: Education Code Sections 44259, 44274.2.