



Teacher and Administrative Services Induction Programs March 19, 2020

The Commission is working to respond to the ever-changing landscape of precautions against the spread of COVID-19. This notice represents the Commission's advice to programs at the current time but programs may also expect there will be additional guidance forthcoming in the future. Programs can stay current with the latest notices via the Commission's website page devoted to messages regarding [educator preparation and COVID-19](#). The Commission is attempting to balance the need to be flexible in the face of these extraordinary circumstances with the requirements for candidates to clear their preliminary credential through completion of a Teacher or Administrative Services Induction program.

Supporting Induction Candidates at the Current Time

The Commission is aware of the variety of approaches to the closure situation being taken by LEAs across the state. As locally determined, some LEAs are directing teachers to continue to provide online instruction to students, while others are directing teachers not to provide additional instruction to students. Commission staff encourages program directors to consider their districts' local context and use their own best judgment in defining what constitutes continued support for candidates and how/if this approach fits into the candidate's Individual Learning Plan/Individual Induction Plan.

The Teacher Induction Precondition Requirement states that each Induction program must assure that each participating teacher receives an average of not less than one hour per week of individualized support/mentoring coordinated and/or provided by the mentor. The Clear Induction Administrative Credential Program, Standard 4, states that coaching must be "primarily in person and at the site." At its upcoming April 2020 meeting, the Commission will consider granting flexibility regarding issues like this to Commission-approved programs during this extraordinary time.

Defining a Year of Participation for Candidates

In an April 2020 Commission agenda item, staff will ask the Commission to allow Commission-approved programs flexibility in relation to a candidate's participation in induction. Among the options the Commission may consider to assist programs and candidates is an option for the Commission to recognize the 2019-20 shortened school year to stand in lieu of the length of the normal school year. Thus, candidates who have been actively enrolled and fully participating in an induction program in the 2019-2020 school year until the point of LEA/school closure would not be asked to extend their program into the next school year in order to fulfill a year's participation. Programs may continue to support these teachers in the future, but their participation in the 2019-20 school year will be deemed met, despite the school year interruption. The other areas of flexibility are still to be determined but include the examples on the first page of this guidance.

Until the Commission takes action at its April 2020 meeting, the flexibility described in this guidance document is **not** in place. At this time programs may not recommend a candidate for a Clear credential unless the candidate has completed all the requirements identified in the adopted program standards.

For More Information

The Commission is committed to supporting institutions, programs, and candidates. Staff will continue to be responsive to programs and facilitate ways to enable all candidates to complete their induction programs and earn their clear credentials. Please continue to monitor the [Commission's COVID-19 website](#) for updates and direct specific questions to appropriate staff.

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