

## Butte County Office of Education



### Preconditions Compliance Issue

The team found that the institution was not in compliance across all partnering agencies with section of Teacher Induction Precondition 1 highlighted here; “Each Induction program must be designed to provide a two-year, individualized, job-embedded system of mentoring, support and professional learning **that begins in the teacher’s first year of teaching.**”

Within 10 days of COA action, Butte COE Teacher Induction Program will provide evidence that it is in compliance with the Precondition 1 section that states teacher induction program participation “begins in the teacher’s first year of teaching.” In so doing, Butte COE will work with its partnering agencies to include MOU language to align with this precondition and establish a system to receive both potential candidate hire dates and the credential status of all newly hired teachers. BCOE Induction will notify all candidates who are eligible for teacher induction. The program will individually contact and document any candidate who elects not to enroll in the teacher induction program.

Butte COE has taken the following actions:

Correction Needed	Narrative	Evidence
included MOU language to align with this precondition,	All MOUs are updated to reflect the new language and sent to partnering districts/charter schools for signatures	<a href="#">MOU with updated contractual language</a> highlighted in yellow
established a system to receive both potential candidate hire dates and the credential status of all newly hired	An Induction Onboarding List was established and sent to partnering districts/charter schools in an email with	<a href="#">District/Charter School Induction Onboarding List</a>

<p>teachers.</p>	<p>the updated MOU. Districts and Charter Schools have submitted this new requirement to the Program. In addition, our Credential Analysts for BCOE have added the “hire date” to the information they already collect from districts/charter schools within Butte County and this information is shared with the Program.</p>	
<p>BCOE Induction notified all candidates who are eligible for teacher induction.</p>	<p>BCOE will continue to offer ongoing enrollment throughout the year. A new candidate orientation took place in January as we have new teachers that have just received their preliminary credential in December. In addition, an email was sent to all partnering districts/charter schools reminding them of our ongoing enrollment.</p>	<p><a href="#">New Candidate Orientation</a></p>
<p>The program will individually contact and document any candidate who elects not to enroll in the teacher induction program.</p>	<p>To ensure that all candidates are aware of the Induction Program, the Program has monitored all new hires (with the above processes) and sent needed information via email to enroll in the Program. The Program will continue to utilize the “Decline to Participate” form with any candidate that elects not to participate in the Induction Program. Also, the Program will continue to host “Induction Kickoff” presentations to ensure that new district leaders and administrators understand induction requirements and responsibilities. HR Specialists and Credential Analysts will also be included in these presentations moving forward.</p>	<p><a href="#">Decline to Participate Form Induction Kickoff Meeting</a></p>

