



Preconditions Compliance Issue.

The team found that the institution was not in compliance across all partnering agencies with the 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.”**”

In order to operate an approved program, institutions must be in alignment with preconditions at all times. It is the team's understanding that the institution will promptly address the concern that evidence was not found that the program uniformly enrolled all candidates within the first year of teaching. This will be done through necessary steps to rectify the compliance issue and will further establish comprehensive systems of candidate credential status tracking aligned with program enrollment documentation.

Within 10 days of COA action, Kern County SOS 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, Kern County SOS 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. Kern County 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.

Correction Needed	Description of Plan	Evidence
Included additional MOU language to align with this precondition.	MOU updated to reflect additional language regarding enrollment expectations and procedures.	<ul style="list-style-type: none"> • MOU with <i>updated language highlighted in yellow</i> and existing language highlighted in green.
Established a system to receive a list from each district of new hires, including credential status.	<p>Each partnering district will be required to submit a new hire list.</p> <p>The program will provide updated information and support to partnering districts to facilitate timely and accurate completion and submission of the new hire list.</p>	<ul style="list-style-type: none"> • District New Hire List /Submission Document • Quarterly District Contact Meeting Schedule • Quarter 3 District Contact Meeting Agenda • 2021-22 DC Enrollment Newsletter

Correction Needed	Description of Plan	Evidence
<p>Notification procedures for eligible candidates</p>	<p>Program staff will use the new hire list to identify eligible candidates. Program personnel will then send communication to eligible candidates to inform them of eligibility and enrollment procedures.</p> <p>Program participants will be surveyed regarding timeliness of enrollment in the Induction program. This information will be used to verify enrollment procedures across the program, and communicate with each educational partner regarding the implementation of these requirements.</p>	<ul style="list-style-type: none"> • Enrollment Newsletter Sample • Updated Candidate survey questions- <ul style="list-style-type: none"> ○ added to the May 2022 survey
<p>Decline to participate form provided to candidates who elect not to enroll in the program</p>	<p>Program Staff will continue to provide Individual Candidates who elect not to enroll in the teacher Induction program with a Decline to Participate form. Program staff will keep record of all Decline to participate forms that are received.</p>	<ul style="list-style-type: none"> • Decline to participate form