

## PROGRAM SPONSOR ALERT

Date: August 16, 2017

Number: 17-05

Subject: Teacher Induction: Information on Credential  
Recommendations

### **Summary**

This alert provides information about the implications of the transition to Teacher Induction program standards including the credential recommendation process, what is expected when serving a candidate who already holds another clear credential and is now adding another credential area, and the anticipated regulatory change.

### **Background**

In October 2016 the Commission on Teacher Credentialing, as part of strengthening and streamlining the accreditation process, adopted a [unitary set of program standards](#) that governs induction for both general education and special education teachers. In doing so, the Commission recognized that a high quality, job embedded mentor program is the most effective means of delivering support and assistance to new teachers regardless of credential area. Induction programs approved to clear the General Education credential are implementing the program standards for General Education candidates in fall of 2017. Induction Programs approved to clear the Education Specialist credential will implement the program standards for Education Specialist candidates by no later than fall of 2018.

In addition, the Commission, through the adoption of the new standards, established new policy that a teacher earning a Clear Teaching Credential should only need to complete one induction experience. However, regulations need to be promulgated in order to codify the ability for the Commission to grant a clear credential for an additional credential to anyone who already holds a clear credential in one area and completes a preliminary preparation program in another credential.

Since the regulations are not yet in place but new standards and policy have been acted upon by the Commission, questions have arisen about what induction activities a candidate holding a clear credential in one area needs to do in order to earn a subsequent clear credential for a preliminary credential they hold in another area. This PSA addresses this issue.

### **Implications for Teacher Induction Programs**

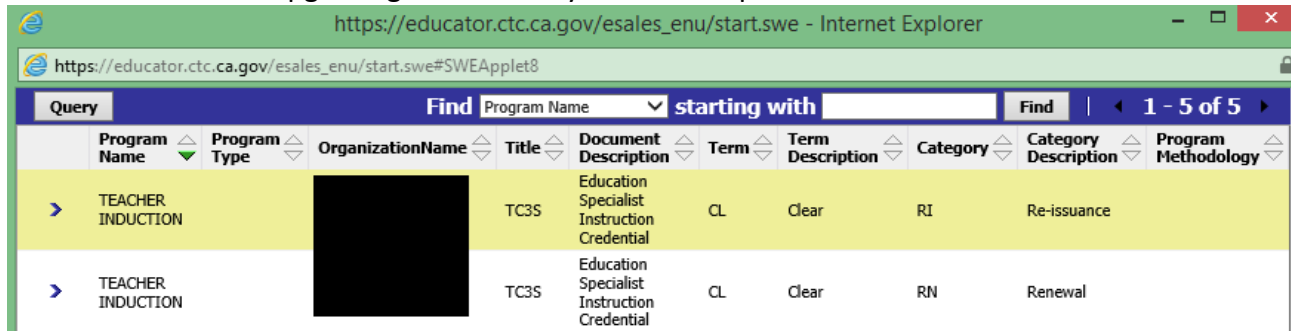
The Commission's recently adopted unitary set of program standards for teacher induction programs allows any Teacher Induction Program, once approved by the Committee on Accreditation (COA), to serve any candidate holding a Preliminary Multiple, Single, or Education Specialist credential. The approved program has the capability to recommend for a clear credential for both general and special education teachers. If a program is currently approved to offer only General Education Induction or only Special Education Induction, the program will still adhere to the Teacher Induction program standards. These programs, however, will be identified as either a General Education Induction or a Clear Education Specialist Induction Program and will only have the capability to recommend for their approved credential type. All programs must be transitioned to Teacher Induction Standards by September 2018.

For induction programs approved to serve both General Education and Education Specialist candidates, the process for submitting a recommendation will not change once a program has transitioned to a Teacher Induction program. Following action by the COA, staff will update the databases to show that a) the institution has an approved Teacher Induction program, and b) connect the program's authorized submitters to the Teacher Induction program to allow programs to submit recommendations through CTC Online. Please allow 5 working days from COA action for Commission staff to complete these activities.

### **Submission Process**

When upgrading the candidate's preliminary credential to a clear credential, select the candidate's Preliminary credential record, and click the Upgrade button. When selecting a Document Title, a window will display with the appropriate clear credential options. The Program Name will now display "Teacher Induction" but the credential information remains the same (see screenshot below). For more information, please review the [CTC Online User Guide](#).

## Screenshot: Upgrading a Preliminary Education Specialist to a Clear credential.



The screenshot shows a web browser window with the URL [https://educator.ctc.ca.gov/esales\\_enu/start.swe](https://educator.ctc.ca.gov/esales_enu/start.swe). The page displays a search interface with a 'Find' button and a search criteria field containing 'starting with'. Below the search bar is a table with the following columns: Program Name, Program Type, OrganizationName, Title, Document Description, Term, Term Description, Category, Category Description, and Program Methodology. The table contains two rows of results, both for 'TEACHER INDUCTION' programs. The first row has a redacted OrganizationName, Title 'TC3S', Document Description 'Education Specialist Instruction Credential', Term 'CL', Term Description 'Clear', Category 'RI', and Category Description 'Re-issuance'. The second row has a redacted OrganizationName, Title 'TC3S', Document Description 'Education Specialist Instruction Credential', Term 'CL', Term Description 'Clear', Category 'RN', and Category Description 'Renewal'.

Program Name	Program Type	OrganizationName	Title	Document Description	Term	Term Description	Category	Category Description	Program Methodology
TEACHER INDUCTION		[REDACTED]	TC3S	Education Specialist Instruction Credential	CL	Clear	RI	Re-issuance	
TEACHER INDUCTION		[REDACTED]	TC3S	Education Specialist Instruction Credential	CL	Clear	RN	Renewal	

### Clear Credential Holders Seeking an Additional Credential

As previously mentioned, the Commission signaled its intent to reduce barriers to the clear teaching credential for candidates who already hold one clear teaching credential and are seeking another. The Commission adopted a single set of teacher induction program standards and Title 5 regulations will need to be amended to fully implement the Commission's policy of automatically granting an additional clear credential in one area for a candidate that already holds a clear credential in another.

In order for this intent to become policy, Title 5 regulations will need to be amended. There are several steps in this process including approval by the Office of Administrative Law. To that end, the Commission staff anticipates that draft regulations will be presented to the Commission at the December 2017 meeting, a Public Hearing will be held early in 2018, and the regulations should be finalized by October 2018. Once the regulations are approved by both the Commission and the Office of Administrative Law, an individual who completes preparation for a second teaching credential, will automatically be issued a Clear Credential at the completion of the second preliminary teacher preparation program.

Until the regulations are enacted, teacher induction programs serving candidates who already hold a clear credential in one area of teaching and are seeking another clear credential area are advised and encouraged to provide individualized support in the context of the candidate's new credential area while recognizing that the candidate comes to the induction program already having acquired mastery toward the CSTP and demonstrated skills as a teacher. The Early Completion Option and/or other streamlined approaches that include teaching practices and activities specifically focused on those unique aspects of the new credential area are appropriate considerations in individualizing a program for the candidate earning an additional clear credential.

Despite the specifics of the state requirements, the Commission recognizes that providing support to new teachers and educators teaching in new contexts and in new credential areas is reflective of best practice. Employing agencies that partner with approved Induction programs

can and should provide critically important support to these teachers regardless of credential requirements.

Below are some sample scenarios illustrative of situations programs may need to address during the transition to this new process.

### **Sample Scenarios**

- 1. In the past, we only offered a General Education Induction program. The COA approved our transition plan to the new Teacher Induction standards. May we now serve Education Specialist preliminary candidates seeking to clear their credential?**

Yes. As long as your program has been approved by the COA as a Teacher Induction program, you now may serve all credential candidates seeking to clear their preliminary credential.

- 2. Our program was a General Education Induction program and recommended a teacher for a Clear GE credential in June 2017. At the last COA meeting, our program transitioned to a Teacher Induction program. This teacher also holds a Preliminary Education Specialist Mild to Moderate Disabilities credential and teaches in a special education assignment. Can we recommend the teacher for the Clear Education Specialist credential now?**

As an approved teacher induction program, your program is able to recommend this individual. It is the intent of induction and best practice to support this individual through an individualized program of mentoring and the induction program and the employer should work together to accomplish this.

Recognizing that these individuals have already completed a significant body of work and demonstrated competency in teaching, programs are encouraged to consider granting equivalency, designing a streamlined approach to mentoring, or offering an early completion option. Programs should aim to implement strategies that ensure the candidate is not duplicating an induction experience but that the teacher is receiving the necessary support and mentoring he/she will need in the new setting or context. When the new regulations are finalized, individuals who already hold a Clear credential in one credential will earn and be issued a Clear credential in the additional credential area upon completion of the preliminary program.

- 3. Our program is currently serving Year 2 Education Specialist candidates now who completed Year 1 in a different Clear Education Specialist Induction program. Can we recommend these teachers when they complete Year 2?**

Yes. If the individual has completed the requirements, he/she should be recommended for the Clear Credential.

- 4. If a candidate holds a Preliminary General Education credential and a Preliminary Education Specialist credential can the candidate clear both credentials at the same**

***time through one induction experience?*** Yes, the individual only completes one induction experience to clear both credentials. Given this, the Individualized Learning Plan should be carefully considered and developed so that the program provides the candidate with job embedded, CSTP based experiences in both settings and both teaching contexts. Not all teaching assignments will present a simple solution for the candidate to experience different settings and teaching contexts for this purpose, however, the candidate and the program are encouraged to work to find creative ways to supplement a teacher's experiences within their current assignment with additional experiences so that both credentials can be cleared.

- 5. We have candidates who are finishing up their preliminary preparation for their second credential. Will they be issued a preliminary or a clear in the future if they don't need to do induction?*** Unless and until the prospective regulations are approved by the Commission and the Office of Administrative Law, as explained above, the candidate will be recommended for and issued a preliminary credential and then recommended and issued a clear credential by an induction program. If and when the regulations are approved, the Commission will issue further instructions about how a candidate would be recommended and granted a clear credential when the candidate completes preparation for a new preliminary credential.
  
- 6. We have an Education Specialist Induction program that has not yet been approved by the COA for Teacher Induction. When will this take place?*** Staff is currently reviewing all materials for institutions that are seeking to be approved to offer Teacher Induction. Staff anticipates that the remainder of the institutions that are seeking to offer Teacher Induction will be presented for approval to the COA at its November 2017 meeting.

## References

Teacher Induction Standards: [https://www.ctc.ca.gov/docs/default-source/educator-prep/standards/teacher-induction-precon-standards-pdf.pdf?sfvrsn=59e14eb1\\_2](https://www.ctc.ca.gov/docs/default-source/educator-prep/standards/teacher-induction-precon-standards-pdf.pdf?sfvrsn=59e14eb1_2)

## Contact Information

The Professional Services Division provides a full list of topic- and program- specific dedicated email addresses at: <http://www.ctc.ca.gov/educator-prep/PSD-contact.html>.