

## Teacher Induction FAQs

### Preliminary General Education Credential Holders

1. When an individual has one clear teaching credential in either general education or special education and has earned a second preliminary credential in the other area will he/she still have to participate in induction now that there is one set of teacher induction standards?

*No. Since there is now one set of teacher induction standards for both general education and special education, a candidate who holds a clear credential in one credential area does not need to participate in induction for an approved induction program to recommend the individual for a clear credential in the second credential area.*

2. Does a teacher need to be employed to participate in induction?

*Yes. A candidate must be employed to enroll in an induction program. Induction programs are designed to be two-year, individualized, job-embedded systems of mentoring, support and professional learning that begins in the teacher's first year of teaching.*

3. When a candidate holds both a **Preliminary General Education** and **Preliminary Education Specialist** credential, does the candidate complete two induction programs?

*Candidates are only required to participate in induction once. Induction programs are designed to be two-year, individualized, job-embedded systems of mentoring, support and professional learning that begins in the teacher's first year of teaching. A candidate would clear both credentials by completing the activities on the candidate's ILP and upon successful completion of the Teacher Induction Program, the candidate would be recommended for the Clear credentials.*

## Education Specialist Teachers Induction FAQs

### Preliminary Education Specialist Credential Holders

4. May an approved Teacher Induction Program serve candidates who hold a **Preliminary Education Specialist** credential?

*Yes. A Commission approved Teacher Induction Program may serve candidates who hold **Preliminary Education Specialist** credentials and once the program has determined that the candidate has completed the approved induction program, the program will submit a recommendation to the Commission for the candidate to be issued a **Clear Education Specialist** credential.*

5. May an approved Teacher Induction Program serve candidates who hold a **Level I Education Specialist** Credential?

*Yes. A Commission approved Teacher Induction Program may serve candidates who hold a **Level I Education Specialist** credential, however, candidates who hold a **Level I Education Specialist** Credential must complete induction as well as address the other requirements as indicated on the candidate's **Level I Education Specialist** credential. It is the responsibility of the approved program to ensure/verify that the candidate has completed all of the requirements (as listed on the candidate's credential) prior to recommending the candidate for a **Clear Education Specialist** credential. [Please see questions and responses 6-9 below for specific information based on where the teacher was prepared.](#)*

6. If an individual holds a **Level I Education Specialist** credential and was prepared in California, what must he/she do to clear his or her credential?

A California Prepared **Level I Education Specialist** credential holder. In this case, the candidate was enrolled in an approved Level I Education Specialist educator preparation program prior to 2013 and earned a **Level I Education Specialist** credential or held a certificate of eligibility (CE) for a **Level I Education Specialist** Credential. This candidate will need to complete (1) content that was previously included in the Commission approved Level II Education Specialist programs offered in California\*; (2) computer education; (3) health education; (4) two years of successful full-time special education teaching; and (5) an Individualized Induction Plan via enrollment in a Commission approved Teacher Induction Program.

\* If an individual holds the **Level I Education Specialist** Credential issued on the basis of a program completed in California, he or she must complete the content required by the 1997 Level II Education Specialist program. Should a candidate want to earn the new **Clear Education Specialist** Credential, the program sponsor will need to verify that the teacher completely addresses the content in the 1997 Level II Education Specialist Credential content. Content previously included in the Level II Education Specialist credential program has been moved to the Preliminary Education Specialist Credential Program including, but not limited to, transition, technology, and more on behavioral, emotional and environmental supports. It is highly likely that the individual will need to complete coursework at a college or university to satisfy the requirements that were in the previously offered Level II Education Specialist programs. [See Level II content lists for each of the 6 content areas (there were no Level I Language and Academic Development programs) at <http://www.ctc.ca.gov/educator-prep/standards/level-II-content-for-induction.pdf>

7. If a candidate holds a **Level I Education Specialist** credential and was prepared out of state in a comparable program, what must he/she must do to clear his/her credential?

*In this case, a candidate has completed a program in another state that is comparable to a preliminary education specialist program in California and holds a credential that is comparable to a credential that is offered in California. Therefore, the candidate is issued a **Level I Education Specialist** Credential in a specific specialty area (Mild/Moderate; Moderate/Severe; Early Childhood Special Education; Deaf and Hard of Hearing; Visual Impairments; or Physical and Health Impairments). If issued via Route 1 to a candidate with less than two years of out-of-state special education teaching experience, the candidate will need to enroll in and complete a Commission approved Teacher Induction program and (2) any other requirements that are listed on the candidate's credential (such as CBEST and/or Teaching English Learners).*

8. If a candidate holds a **Level I Education Specialist** credential that is based on a generic program completed out-of-state, what does a candidate need to do to clear his/her credential?

*In this case, the individual has most likely completed the requirements for a cross categorical credential in another state and holds a credential for which there is no equivalent in California. Therefore, this individual will (1) need to have a transcript evaluation conducted by a Commission approved preliminary preparation program to determine what courses (if any) need to be completed to earn a California credential in a given specialty area (Mild/Moderate; Moderate/Severe; or Early Childhood Special Education). (2) Once this determination is made, the candidate will need to complete the parts of the preliminary educator preparation program that were deemed to be missing from his/her preparation experience; (3) if issued via Route 1 to a candidate with less than two years of out-of-state special education teaching experience, enroll in and complete a Commission approved Teacher Induction program; and (4) any other requirements that are listed on the candidate's credential (such as CBEST and/or Teaching English Learners).*

9. If a candidate holds a **Level I Education Specialist** credential that is based on a candidate being prepared outside of the United States (out-of-country prepared), what does a candidate need to do to clear his/her credential?

*In this case, if the program is determined to be generic, the individual will need to (1) have a transcript evaluation conducted by a Commission approved preliminary preparation program to determine what courses (if any) need to be completed to earn a California credential in a given specialty area (Mild/Moderate; Moderate/Severe; or Early Childhood Special Education). (2) Once this determination is made, the candidate will need to complete the parts of the preliminary educator preparation program that were deemed to be missing from his/her preparation experience; (3) enroll in and complete Commission approved Teacher Induction program; and (4) any other requirements that are listed on the candidate's credential (such as CBEST, reading, US Constitution, non-special education pedagogy and supervised field experience, health education, computer education, and/or subject matter competence). Out-of-country prepared candidates must have completed comparable programs to qualify for the specialty areas of Deaf and Hard-of-Hearing, Visual Impairments, and Physical and Health Impairments to qualify for the **Level I Education Specialist** credential. The requirements listed in #3 and #4 above will be required for out-of-country prepared teachers who are issued **Level I Education Specialist** credentials on the basis of comparable programs completed outside the United States.*

10. When a **Level I Education Specialist** credential holder completes a Teacher Induction Program, will he/she be recommended for a **Level II** or a **Clear Education Specialist** credential?

*After meeting all of the credential requirements as required by the candidate's individual codes included on his/her credential, the program sponsor will recommend for a **Clear Education Specialist** Credential. The candidate did not complete a Level II Education Specialist program so the individual cannot be issued a **Level II Education Specialist** Credential.*

11. How does an approved Teacher Induction Program work with candidates who were prepared in California and hold the current **Level I Education Specialist** credential?

*If a Commission approved Teacher Induction Program elects to work with California prepared candidates who hold the current **Level I Education Specialist** Credential, the program **MUST** ensure that the candidate's ILP addresses all the [advanced content](#) that existed in the Level II Education Specialist programs and has met all of the additional requirements as listed on the candidate's credential.*

12. What institutions and programs can recommend for a **Level II Education Specialist** Credential?

*Only a Commission approved Level II Education Specialist program sponsor may recommend a candidate for the **Level II Education Specialist** Credential. The candidate must have been enrolled in the approved Level II program by December 31, 2014 and must complete the program by January 31, 2019.*

13. If a candidate has more than one specialty area listed on his/her **Level I/Preliminary Education Specialist** Credential, can the individual complete only one induction program or does he/she have to complete requirements for each specialty area?

*Under the Teacher Induction Program, it is possible to complete one induction program for more than one specialty area. The Individualized Learning Plan (ILP) has the capacity to address all specialty areas listed on the individual's **Level I/Preliminary Education Specialist** Credential. If the*

teacher was prepared in California and holds a **Level I Education Specialist** credential, the individual must complete the advanced content for **each of the Level I Education Specialist** credentials.

14. Do Teacher Induction Programs need to provide different paths for different authorizations?

A Teacher Induction Program is approved for individuals holding any of the specialty areas on the **Preliminary** or **Level I Education Specialist** Credentials. The Individualized Learning Plan (ILP) is an individualized process and must address the candidate's **Level I/Preliminary Education Specialist** credential including the Transition Plan, teaching assignment, and career plans. So there is no requirement for a Teacher Induction program to have different paths; instead the program is individualized for each candidate.

15. Teachers have been informed that they no longer will need to complete ANY university courses to earn a **Clear Education Specialist** Credential. Is that correct?

Candidates must complete an approved Teacher Induction Program which may be offered by a school district, county office of education or an institution of higher education. If an individual holds the **Level I Education Specialist** Credential based on completion of a California program, he or she must complete the content required by the 1997 Level II Education Specialist program. Should a candidate want to earn the new **Clear Education Specialist** Credential, the program sponsor **MUST** verify that the candidate has completed all of the **advanced content** that existed in the Level II Education Specialist programs and has met all of the additional requirements as listed on the candidate's credential.

16. If an individual adds an additional specialty area to their Level 2 or Clear Education Specialist, what is the term of the new credential issued by the Commission?

The answer depends upon the term of the Education Specialist Credential currently held (Level I, Level II, Preliminary or Clear) by the individual. See the chart at <http://www.ctc.ca.gov/credentials/CREDS/special-ed-authorization-adding-full-specialty.pdf>.

- Holders of **Level II Education Specialist** Credential may complete a Preliminary specialty area(s) program and will be issued a **Clear Education Specialist** Credential with an ASD authorization. There is not an option to submit this type of application in the CTC Online recommendation process. See below for application processing.
- Holders of **Clear Education Specialist** Credentials may complete another Preliminary specialty area program and add the new specialty area to their Clear credential. These individuals do not need to re-verify completion of an Induction program and will be issued a new Clear credential with the additional specialty area(s). There is not an option to submit this type of application in the CTC Online recommendation process. See below for application processing.

**Application Processing:** For holders of **Preliminary, Level II, or Clear Education Specialist** Credentials who complete a Preliminary program in a different specialty area(s), the program sponsor must submit a paper application to add the new specialty area (preliminary credential held = new specialty area added to existing preliminary credential; Level II credential held = clear credential in new specialty area; clear credential held = new specialty area added to existing clear credential). The ability to submit an application through the CTC Online recommendation process is not an available option. This is regardless if the Preliminary program also has a Commission-approved **Clear Education Specialist** Induction Program. Recommendation form 41-SPED

<http://www.ctc.ca.gov/credentials/ciq2/CIG-leaflets/41-SPED.pdf>), the appropriate processing fee, and applicable supporting materials should be included.

15. When the holder of a **Clear** or **Level II Education Specialist** Credential completes an additional full specialty area, what type of Autism Spectrum Disorders (ASD) authorization will be issued?
- Holders of **Clear Education Specialist** Credentials could have previously held a **Level I Education Specialist** Credential and completed an induction program to earn their **Clear Education Specialist** credential. These individuals would not have earned an ASD authorization through either the Level I Education Specialist program or the Teacher Induction program.
  - If the individual had previously completed a **Level I Education Specialist** Credential which does not include the ASD coursework or has not subsequently earned an Added Authorization in Special Education in ASD, the ASD authorization will be added to the **Clear Education Specialist** Credential along with the additional specialty area only if the additional specialty area completed is a 'Preliminary' specialty area program. Remember that the Moderate/Severe Disabilities and Early Childhood Special Education authorization, Level I or Preliminary, includes a full Autism authorization therefore the ASD authorization is not listed on these documents.