



**Madera USD Response to Preconditions for Teacher
Induction Programs**

March 31, 2018

Preconditions	Evidence
<p>1. 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.</p>	<p>Madera Unified School District’s Induction Program is designed as a two-year, job-embedded system of mentoring, support, and professional learning that begins in the teacher’s first year of teaching on a preliminary credential. The Madera Induction Consortium also offers an Early Completion Option for experienced and exceptional teachers. Intensive mentoring/coaching during this period is highly individualized, based on each candidate’s assessed strengths and areas for growth, with a focus at all times on increased student achievement. Progress monitoring using Google Classroom for all Induction Candidates is utilized. Program completion is concluded with an Induction Candidate presentation presented to a three member panel.</p> <p>Madera Induction Website (See Year 1 Requirements; Year 2 Requirements; Early Completion Option Requirements; Early Completion Option Application; MIC Handbook (See Pages 5-14)</p>
<p>2. The Induction Program must identify and assign a mentor to each participating teacher within the first 30 days of the participant’s enrollment in the program, matching the mentor and participating teacher according to credentials held, grade level and/or subject area, as appropriate to the participant’s employment.</p>	<p>Madera Unified School District’s Induction Program assigns a mentor/support provider to induction candidates within the first 30 days of their enrollment in the program. The induction program coordinator matches credentials between induction candidates and mentor teachers, with consideration given to grade level, specific subject area, and/or particular area of authorization. Additionally the present and past experiences of its mentor teachers are taken into account to ensure that the pairing is as closely tailored to the candidate’s assignment as possible.</p> <p>(See Mentor Matches; Mentor Selection, IC MOU; Mentor Teacher MOU; MT Application; MIC Handbook (Please see Advisement Page 7)(and Mentor Page 10);</p>

Mentor Selection and Matching

Mentor Teachers are hired by each district and must meet the requirements outlined in the Application and the Mentor Teacher MOU. This includes a letter of recommendation from the site administrator.

Induction Candidates are matched with their Mentor Teacher within the first 30 days of entering the program. General Education Mentor Teachers are matched with same site and same teaching assignment whenever possible. When it is not possible to match Induction Candidates with a Mentor from their site and same teaching assignment then the following options in order of priority occurs. 1) Same site with a different teaching assignment but the Mentor Teacher has recent experience in the teaching assignment of the Induction Candidate. For example, last year Sally taught 1st grade and this year she is teaching 4th but mentoring a 1st grade teacher at her site. 2) Different Site, same teaching assignment. For example a chemistry teacher from one high school mentoring a chemistry teacher from a different high school.

Educational Specialist Induction Candidates are matched with a Mentor Teacher that holds the same credential. Often our Education Specialists are not on the same campus due to the small number of Educational Specialist teachers on each campus. If the same credential cannot be matched a third person who does will be asked to serve as the consulting expert that both the Induction Candidate and the Mentor Teacher are able to ask questions that are specific to the Induction Candidate's credential.

<p>3. 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.</p>	<p>The Madera Induction Consortium program requires a minimum of one hour per week of individualized mentor support. Mentor Teachers are required to complete monthly collaboration logs. Induction Candidates are required to complete monthly journals reflecting on their discussions with their mentors.</p> <p>Mentor Teacher MOU; IC MOU; Mentor Collaboration Log; Induction Candidate Monthly Journal; Sample Journal;</p>
<p>4. Goals for each participating teacher must be developed within the context of the Individual Learning Plan (ILP) within the first 60 days of the teacher's enrollment in the program.</p>	<p>The Madera Induction Consortium program requires Induction Candidates to write their ILP goals within the first 60 days of the teachers' enrollment into the program. First year teachers must write two goals based upon the California Standards for the Teaching Profession Numbers 1 and 2. Second year teachers must write three goals based on CSTPs 3, 4 and 5. ECO candidates must write three goals on any of the 4 CSTPs. The Madera Induction Consortium uses Google Classroom to ensure all ILP's are written within the first 60 days of the teacher's enrollment in the program. These documents are reviewed and feedback is provided within 7 days of the due date posted in Google Classroom.</p> <p>ILP Directions; ILP; Sample ILP; Yr 1 and ECO Pacing Guide; Yr 2 Pacing Guide; MIC Handbook (Please see Reflection on Teacher Practice page 12); Site Admin Consultation; MIC Scope and Sequence</p>
<p>5. The ILP must be designed and implemented solely for the professional growth and development of the participating teacher and not for evaluation for employment purposes.</p>	<p>The Individual Learning Plan is designed and implemented solely for the professional growth and development of the candidate. MUSD, nor its partnering school districts use the MIC program for any evaluative purposes. MUSD, the MIC program, and its consortium partners comply with all Commission Preconditions, Program Standards, as well as California Ed Code.</p>

	IC MOU ; MIC Handbook (Please See page 9)
<p>6. An Induction Program sponsor must make available and must advise participants of an Early Completion Option for “experienced and exceptional” candidates who meet the program’s established criteria.</p>	<p>Per California Education Code Section 44279.25 and the Preconditions for Teacher Education Induction Programs’ requirements, Madera Unified School District ensures that information on its Early Completion Option is shared with all candidates at program orientations. Candidates receive the induction handbook, which details the program’s Early Completion Option application process.</p> <p>ECO Application; Induction Orientation Agenda; Induction Orientation Presentation (Please see slides 56-60) MIC Handbook (Please see pages 22-28)</p>

Madera Unified School District agrees to abide by all General and Program Preconditions as evidenced by both the submission of the General Preconditions as well as the Induction Program Preconditions.

Sincerely,



Todd Lile
Superintendent
Madera Unified School District