



Madera USD Response to Preconditions for Teacher Induction Programs

March 21, 2021

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 experiences 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</p> <p>From the MIC Website: The Madera Induction Consortium (MIC) in a job embedded program starting in the first year of teaching after acquiring the Preliminary Credential. This program is designed for all General Education and Education Specialists who have earned their Preliminary Credential. The MIC program is designed to facilitate teacher growth through reflective conversations with a highly trained Mentor Teacher. For those Induction Candidates that are experienced and exceptional teachers, we offer an Early Completion Option (ECO). ECO candidates must complete an application and interview to be placed in the ECO program. The MIC program encompasses all public and charter schools in Madera County.</p> <p>All induction candidates will write a plan for their professional growth at the beginning of the school year. The plan will include the pathway for improvement and smart goals that demonstrate teacher growth. Once the plan is written, the Induction Candidate and the Mentor Teacher meet each week for an hour to talk about what is happening in the classroom and their Individual Learning Plan. At the end of each year, all candidates present their findings of teacher growth to a MIC Presentation Panel.</p>

	<p>We are looking forward to meeting with you and getting you started on your career in education.</p> <p>Year 1 Requirements; Year 2 Requirements; Scope and Sequence; Induction Orientation Presentation; MIC MOU; (Amended and shown in read) Early Completion Option Application; MIC Handbook</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; (Re-uploaded) IC MOU; Mentor Teacher MOU; MT Application; MT Rehire Application; MIC Handbook</p>
<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. During the two year induction program, the Induction Candidate must write two Individual Learning</p>

	<p>Goals for each year in the program. 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; MIC Scope and Sequence; Growth Words; ILP Journal Writing Presentation; ILP Rubric; MT Reflection Questions Gen Ed; MT Reflection Questions Sped; MIC Handbook; MIC Scope and Sequence; CSTP Placemat;</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> <p>IC MOU; MIC Handbook</p> <p>County MOU (Added to show Induction cannot be a part of Evaluations.)</p> <p>https://www.madera.k12.ca.us/Page/15169 Site Admin Website including MOU that states Induction cannot be used for evaluation purposes.</p>
<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</p>

	<p>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; MIC Handbook; ILP Yr 1 and ECO Pacing Guide;</p> <p>Sample MOU for county schools (See Section 6.2)</p>
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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