



NORTH COAST TEACHER INDUCTION PROGRAM



EARLY COMPLETION OPTION POLICY

SB 57 (Scott Bill) provides for an *Early Completion Option* for California Teacher Induction candidates. This option is designed to acknowledge the skills of teachers who have had previous teaching experience and is offered at an accelerated pace. The Early Completion Option (ECO) includes an Individual Learning Plan (ILP) of directed study and evidence of completion. Upon successful completion of Induction requirements as set forth in this policy, Candidates are recommended to the California Commission on Teacher Credentialing for a Clear Credential.

Early Completion Option Program

The ECO program is designed for more experienced new teachers and is completed at an accelerated pace. The Candidate and Mentor complete enrollment for one (1) year of the induction program (NCTIP), in which the Candidate works with a trained Mentor, meeting weekly, and addressing all other program components successfully and on time, including participation in professional learning and submitting Inquiry ePortfolio submissions for each Inquiry.

Note: ECO Candidates/Mentors are NOT eligible to receive extended education units for their second year as they are considered complete.

Early Completion Option Program Fees

Year 1 ECO Candidates are charged NCTIP's standard full annual fee-for-service of \$3,500. This cost includes the \$1,250 Mentor Teacher stipend.

In the event that an ECO Candidate is required to complete additional Inquiry work, the cost for the Candidate and his/her Mentor Teacher stipend in Year 2 will be adjusted to the applicable fee-for-service in order to reflect the one or two semesters of Induction.

Candidate Selection Criteria

The ECO is designed for teachers who demonstrate *exemplary* teaching skills and competencies and have previous successful teaching experience. The ECO program criteria must be met as determined by NCTIP and the employing district. NCTIP and the employing district retain the right to request additional evidence that may be necessary to determine a Candidate's appropriateness for the ECO program. (*Career Technical Education (CTE) Candidates are not eligible for early completion.*)

During the first year of the NCTIP, NCTIP staff and Mentor teachers identify potential ECO Candidates based on their ability to document and verify a minimum of **two (2) successful years prior teaching experience as the teacher of record** (experience may include graduates of an Intern program, a first year of CA Teacher Induction, private school, out-of-state teaching, or other recent teaching experience; to be considered, teaching must be from a CTC-approved, accredited school or Department of Defense Dependents School if located out of country) **and site administrative support and approval**. Upon successful completion of the first semester of Induction and the submission of an application with required supporting documents, NCTIP staff will contact the principal and/or employer to validate support and suitability of the ECO for the Candidate.

IMPORTANT: Completed ECO applications and attachments must be turned in to the NCTIP Program Coordinator of the Candidate's county after to the completion of the first semester of Induction and prior to the end of the Candidate's second semester of Induction.

Eligible participants may forego the ECO recommendation and choose to participate in Induction for the full two years with district support and approval.

Culmination of Early Completion Option

The district and NCTIP are responsible for determining whether a Candidate has completed and met all the requirements of the approved program. The ECO Candidate must demonstrate that she/he has the knowledge, skills, abilities and competencies required of all teacher candidates who complete the full-length Induction Program.

The Program Coordinator and NCTIP Regional and/or Executive Director review the Candidate's completion evidence to make the final determination about a Candidate's completion. Upon successful completion of two Inquiries, ECO requirements will be eligible to be considered satisfied. If the Inquiry ePortfolio is deemed incomplete or "not met," additional Inquiry ePortfolio work may be required. Successful Candidates will be recommended to the California Commission on Teacher Credentialing (CTC) for a Clear Credential.



NORTH COAST TEACHER INDUCTION PROGRAM (NCTIP)



Early Completion Option (ECO) APPLICATION

In order to be considered for the ECO, the following four (4) items must be submitted by the Candidate:

1. This **Application** page with the required Candidate and district/site signatures.
2. **Candidate-Written Reflection** of exemplary teaching skills, competencies and/or certificates that includes:
 - How the Candidate has successfully demonstrated growth and/or competency of **all six** of the CA Standards for the Teaching Profession (CSTP), and
 - How the first year of NCTIP has supported the Candidate in this endeavor (via the Inquiry work, time with Mentor, professional learning, etc.).
3. Copies of two (2) authenticated (signed) **Teacher Performance Evaluations from two different prior years** of teaching. *
4. A current **Resume**.

**If you are unable to obtain copies of your past evaluations, submit a detailed letter from your prior employing district superintendent, site principal, or Human Resource Director specifically describing how you successfully meet evaluation standards as aligned to CSTP from your prior teaching experience. The letter needs to be signed and on district letterhead.*

This ECO application needs to be signed and approved by your current employer. The District Designee signature may be your district Superintendent, Site Principal, HR Director or District Coordinator. The District Designee signature will affirm their recommendation and approval of the ECO program.

Once a completed application has been submitted and approved by **both** the employing school district and the NCTIP Program Coordinator and Executive Director, ECO Candidates will be notified of their approval for the ECO Program.

For Candidate Completion:

Candidate Name: _____ Email: _____
 County: _____ District: _____
 School: _____ Contact Phone(s): _____
 Candidate's Signature: _____ Date: _____

For District/Site Approval:

District Designee Name & Title: _____ Phone: _____
 Signature (*verifies approval*): _____ Email: _____
 Comments (*not required*): _____

For NCTP Staff Approval:

NCTIP Program Coordinator Name: _____

Inquiry Status:

Inquiry 1 _____ Met Date: _____
Inquiry 2 _____ Met Date: _____

Program Coordinator Signature: _____

Executive Director Signature: _____ Date: _____