



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 (ECO) Program

The ECO program is designed for more experienced new teachers to complete Teacher Induction 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.

Teacher Induction Program Fees

NCTIP's standard, full annual fee-for-service is \$3,500. This cost includes the \$1,250 Mentor 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 (\$1,750 per semester with \$625 allocated for Mentor stipend). Costs cannot be prorated for less than one semester; thus, if deadlines are not met, districts are charged for the full semester of Teacher Induction.

Candidate Selection Criteria

ECO is designed for teachers who have passed the Teacher Performance Assessment (TPA) and Reading Instruction Competence Assessment (RICA), who demonstrate exemplary teaching skills and competencies, and who 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. (*Designated Subjects Career Technical Education (CTE) and Adult Education (AE) 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, teaching at a 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 the 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 into the NCTIP Program Coordinator of the Candidate's county after the completion of the first semester of Induction and prior to the end of the Candidate's second semester of Induction.*

Applications pending test results may be considered beyond the close of the second semester of Induction, but must have been submitted to the Program Coordinator and to NCSOE's Regional Office by the above deadline. Qualified applicants with pending test scores (i.e., RICA, TPA) are encouraged to submit an application by the deadline without scores with the understanding that **the application cannot be considered until/unless scores are provided by the applicant (and verified by the CTC online) prior to the start of the third semester (typically September 1st for traditional track applicants). It is strongly suggested that Candidates include information in their cover letter detailing which tests they need to take (when, why, how, etc.). Should test scores not be available until after this date, Candidates may request to have their application considered for the final semester after successful completion of the third 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 the 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 NCSOE Executive Director review the Candidate's completion evidence to make the final

determination about a Candidate's completion. Upon successful completion of at least two Inquiries/semesters, including attendance/participation of an Orientation **and** Sharecase, 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.

EARLY COMPLETION OPTION APPLICATION

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

1. This **application** page, complete 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 NCSOE Staff Approval:

NCTIP Program Coordinator Name: _____

Inquiry Status:

Inquiry 1	_____ Met	Date: _____	Inquiry 3 (if applicable)	_____ Met	Date: _____
Inquiry 2	_____ Met	Date: _____			

Program Coordinator Signature: _____ Date: _____

Executive Director Signature: _____ Date: _____