



**Transition Plan
2015 Induction Standards**

Submit Signed Completed Plans to Accreditation@ctc.ca.gov

1. Describe who will be involved in reviewing the new standards and analyzing the current program to identify what will need to be modified. Include names and title/roles of the team that will be involved in this process. As a reminder, the Common Standards require collaboration with stakeholders, so it is important to include stakeholder members in this process (add or delete rows to the table below as needed).

Standards Transition Team Member	Title/Role
Joan Kienzle	Program Coordinator/Del Norte Leadership Team Input
Pat Self	Program Coordinator/Humboldt Leadership Team Input
Patty Langston	Program Coordinator/Lake Leadership Team Input
Melissa Quinn	Curriculum Specialist/Regional Leadership Team Input
Molly Snyder	MCOE Ed Specialist/Mendocino County Leadership Team Input
Patricia Law	Program Coordinator/Sonoma Leadership Team Input
Susan Clarabut	Program Coordinator/ Nevada County Leadership Team Input
Brooke Herrington	Project Director – SELPA Charters/Leadership Team Input
Sherry Navarro	Administrative Assistant/Regional Leadership Team Input
Karen Ricketts	Director/Regional Leadership Team Input
Advisory Team Members 2015-2016 (see attached roster)	Advisory Board Members/Advisement & Input
District Coordinators 2015-2016 (see attached roster)	District Coordinators/Advisement & Input
Facilitator Team Members 2015-2016 (see attached roster)	Facilitator Team Members/Advisement & Input
Administrators 2015-2016	Administrators/Survey Input

2. Identify a transition timeline for the program. Key benchmarks are identified in the table below. Please note the dates when that benchmark will be addressed. You may add additional benchmarks if it is helpful to your program; blank rows have been provided. The order of benchmarks below is not intended to determine the program's transition process, however, all programs must be aligned with the new standards by September 1, 2017.

Benchmark	Implementation Date
Initial Meeting with Transition Team (#1 above) Members	ABM: 11/4/15, 3/17/16 Facilitator Meetings: (Sonoma) 11/19/15, 3/16/16 (Humboldt/Del Norte) 1/4, 2/29/ 4/5, 4/30 (Nevada) (Lake) 1/31, 4/3 (Mendocino) 11/16, 1/25, 2/29, 3/15, 4/25

	Leadership Team Meetings: 11/4/15, 3/17/16, 4/4/16, Video-4/8/16, 5/2/16 Regional Meetings: 8/22/15, 5/17/16 Department Chair Meeting: (Sonoma) 11/9/15, 4/20/16; (Humboldt) 11/17/15, 4/19/16; (Mendocino); (Nevada) 10/27/15, 3/17/16 (Lake) 5/9/16
Submit Transition Plan	Due to the Commission by June 30, 2016
Pilot Development of/revisions to ILP Process – Year 1 Induction (Std. 2) (Std. 3)	August 1, 2016
Complete Development of/revisions to ILP Process (Std. 3)	July 1, 2017
Revise Mentor Training and Materials to include required online orientation (Std. 2)	July 1, 2017
Develop online mentor orientation course (Std. 2)	August 15, 2016
Develop triad guidelines/video for ILP goal setting meeting for use within 60 days of program enrollment (Std. 3)	August 15, 2016
Develop Documentation/Process for Determining Candidate Competence (Std. 5)	August 15, 2016
Orient Mentors to the Revised Program	August 1, 2015
Development of revised Mentoring and Coaching modules	August 1, 2015
Develop revisions to registration system to include ILP document	August 1, 2016
Development of revised mentoring and coaching online orientation-registration	July 1, 2016
Development of multi-tiered mentoring and coaching modules	July 1, 2017
First Cohort to Begin Revised Program (no later than Fall 2017)	August 15, 2017
Develop revised professional development series – Year 1 induction with breakouts	August 15, 2016
Develop revised professional development series – Year 2 induction with breakouts	August 15, 2017
Program is aligned with New Standards	September 1, 2017

3. Identification of Key Program Attributes that Will Need to be Modified to Ensure that the Program Will Meet the Revised Program Standards *The team described in question 1 of this transition plan should review all standards to determine where the program will need to make changes to meet them. The Commission is not asking that those changes be described in this document, however the team must also identify anticipated dates for implementing the needed changes. Please check (x) the appropriate boxes for each element of the standard and determine the implementation dates. Full implementation must be in place by September 1, 2017.*

Major Revisions: *Revisions that require significant changes to or restructuring of the program, revision or development of new materials and/or processes. Potentially could require retraining personnel.*

Minor Revisions: *Revisions that include some limited restructuring of the program, editing language or adjusting materials and/or processes. Personnel could most likely make changes by being informed rather than retraining.*

No Changes: *This is already a component of the existing program. No changes would need to be made to processes, structure, materials, or training of personnel.*

Standard 1: Program Purpose	Program will need			Anticipated date to implement (month/year)
	major revisions	minor revisions	not need any revisions	
Each Induction program must support candidate development and growth in the profession by designing and implementing a robust mentoring system, as described in the following standards, that helps each candidate work to meet the <i>California Standards for the Teaching Profession</i> .			X	

Standard 2: Components of the Mentoring Design	Program will need			Anticipated date to implement (month/year)
	major revisions	minor revisions	not need any revisions	
The Induction program's mentoring design must be based on a sound rationale informed by theory and research, and must provide multiple opportunities for candidates to demonstrate growth in the <i>California Standards for the Teaching Profession</i> .		X		August 15, 2016
The mentoring approach implemented by the program must include the development of an Individualized Learning Plan (ILP) for candidates based on needs determined by the teacher, site administrator, and program provider.		X		August 15, 2016
The ILP must address identified candidate competencies that support the recommendation for the credential.		X		August 15, 2016
Mentoring support for candidates must include both "just in time" and longer term analysis of teaching practice to help candidates develop enduring professional skills.			X	
The program's design features both individually and as a whole must serve to strengthen the candidate's professional practice and contribute to the candidate's future retention in the profession.			X	

Standard 3: Designing and Implementing Individual Learning Plans within the Mentoring System	Program will need			Anticipated date to implement (month/year)
	major revisions	minor revisions	not need any revisions	
The Individualized Learning Plan (ILP) must address the <i>California Standards for the Teaching Profession</i> and provide the road map for candidates' Induction work during their time in the program along with guidance for the mentor in providing support.			X	
The ILP must be collaboratively developed at the beginning of Induction by the candidate and the mentor, with input from the employer regarding the candidate's job assignment, and guidance from the program staff.		X		August 15, 2016
The ILP must include candidate professional growth goals, a description of how the candidate will work to meet those goals, defined and measurable outcomes for the candidate, and planned opportunities to reflect on progress and modify the ILP as needed.			X	
The candidate's specific teaching assignment should provide the appropriate context for the development of the overall ILP; however, the candidate and the mentor may add additional goals based on the candidate's professional interests such as, for example, advanced certifications, additional content area literacy, and early childhood education.		X		August 15, 2016
Within the ILP, professional learning and support opportunities must be identified for each candidate to practice and refine effective teaching practices for all students through focused cycles of inquiry.			X	
The program must assist the candidate and the mentor with assuring the availability of resources necessary to accomplish the ILP.			X	
The program must ensure dedicated time for regular mentor and candidate interactions, observations of colleagues and peers by the candidate, and other activities contained in the ILP.			X	
In addition, the mentoring process must support each candidate's consistent practice of reflection on the effectiveness of instruction, analysis of student and other outcomes data, and the use of these data to further inform the repeated cycle of planning and instruction.			X	
Within the ongoing mentoring interactions, the mentor must encourage and assist candidates to connect with and become part of the larger professional learning community within the profession.		X		August 15, 2016

Standard 4: Qualifications, Selection and Training of Mentors	Program will need			Anticipated date to implement (month/year)
	major revisions	minor revisions	not need any revisions	
The Induction program assigns qualified mentors and provides guidance and clear expectations for the mentoring experience based on the program's design. Qualifications for mentors must include but are not limited to:			X	
• Knowledge of the context and the content area of the candidate's teaching assignment				
• Demonstrated commitment to professional learning and collaboration			X	
• Possession of a Clear Teaching Credential			X	
• Ability, willingness, and flexibility to meet candidate needs for support			X	
• Minimum of three years of effective teaching experience			X	
Guidance and clear expectations for the mentoring experience provided by the program must include but are not limited to:		X		August 15, 2016
• Providing "just in time" support for candidates, in accordance with the ILP, along with longer-term guidance to promote enduring professional skills				
• Facilitation of candidate growth and development through modeling, guided reflection on practice, and feedback on classroom instruction			X	
• Connecting candidates with available resources to support their professional growth and accomplishment of the ILP		X		Dec. 15, 2016
• Periodically reviewing the ILP with candidates and making adjustments as needed			X	
The program must provide ongoing training and support for mentors that includes, but is not limited to:		X		August 15, 2016
• Coaching and mentoring				
• Use of appropriate mentoring instruments		X		August 15, 2016
• Best practices in adult learning			X	
• Support for individual mentoring challenges, reflection on mentoring practice, and opportunities to engage with mentoring peers in professional learning networks		X		August 15, 2016
• Program processes designed to support candidate growth and effectiveness			X	
• Goal setting		X		August 15, 2016

Standard 5: Determining Candidate Competence for the Clear Credential Recommendation	Program will need			Anticipated date to implement (month/year)
	major revisions	minor revisions	not need any revisions	
The Induction program must assess candidate progress towards mastery of the <i>California Standards for the Teaching Profession</i> to support the recommendation for the clear credential.		X		August 15, 2016
The documentation of candidate progress must reflect the learning and professional growth goals indicated within the Individualized Learning Plan and evidence of the candidate's successful completion of the activities outlined in the ILP.			X	
Prior to recommending a candidate for a Clear Credential, the Induction program sponsor must verify that the candidate has satisfactorily completed all program activities and requirements, and that the program has documented the basis on which the recommendation for the clear credential is made.			X	
The program sponsor's verification must be based on a review of observed and documented evidence, collaboratively assembled by the candidate, the mentor and/or other colleagues, according to the program's design.			X	
The Induction program's recommendation verification process must include a defensible process of reviewing documentation, a written appeal process for candidates, and a procedure for candidates to repeat portions of the program, as needed.			X	

Standard 6: Program Responsibilities for Assuring Quality of Program Services	Program will need			Anticipated date to implement (month/year)
	major revisions	minor revisions	not need any revisions	
The program must regularly assess the quality of services provided by mentors to candidates, using criteria that include candidate feedback, the quality and perceived effectiveness of support provided to candidates in implementing their Individualized Learning Plan, and the opportunity to complete the full range of program requirements.			X	
Induction program leaders must provide formative feedback to mentors on their work, including establishment of collaborative relationships.		X		August 15, 2016
Clear procedures must be in place for the reassignment of mentors, if the pairing of candidate and mentor is not effective.			X	

4. Transmittal

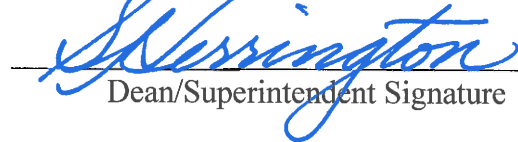
Program Contact Name/Title Karen Ricketts/Regional Director North Coast Teacher Induction Program

Phone 707 524-2814 Email kricketts@scoe.org

Unit Lead (Dean, Superintendent) Steven D. Herrington, Ph.D. Superintendent

Phone 707 524-2600 Email sherrington@scoe.org

I hereby signify my approval to transmit this transition plan to the California Commission on Teacher Credentialing.


Dean/Superintendent Signature

6-1-16

Date

Signed, Complete Transition Plans must be submitted to Accreditation@ctc.ca.gov by June 30, 2016

North Coast School of Ed
Advisory Board
2015-2016

County	First Name	Last Name	Site	Title
Del Norte	Steve	Godla	DNCOE	Assistant Superintendent
Del Norte	Jeff	Harris	DNCOE	County Superintendent
Del Norte	Joan	Kienzle	DNCOE	County Coordinator
Humboldt	Cathy	Dickerson	HCOE	Coordinator - Teacher Support Services
Humboldt	Stephanie	Jackson	Mattole Valley SD	Director of Instructional Services
Humboldt	Pat	Self	HCOE	County Coordinator
Lake	Brock	Falkenberg	LCOE	County Superintendent
Lake	Patty	Langston	LCOE	County Coordinator
Lake	April	Leiferman	LCOE	Assistant Superintendent
Lake	Dave	McQueen	Kelseyville	District Superintendent
Mendocino	Aaron	Carter	MCOE	Director - Education Services C&I
Mendocino	Paul	Joens-Poulsen	MCOE	Assistant Superintendent
Mendocino	Joan	Potter	Laytonville SD	District Superintendent
Mendocino	Melissa	Quinn	MCOE	County Coordinator
Mendocino	Nancy	Shaw	MCOE	H.R. Director
Mendocino	Molly	Snider	MCOE	Education Specialist
Monterey	Shawna	Garritson	Big Sur CS	Director
Monterey	Brooke	Herrington	Monterey	Project Director
Nevada	Susan	Clarabut	NCSOS	County Coordinator
Nevada	Shar	Johns	NCSOS	Associate Superintendent
Nevada	Scott	Lay	Clear Creek SD	District Superintendent

North Coast School of Ed
Advisory Board
2015-2016

Sonoma	Gary	Callahan	Petaluma CSD	District Superintendent
Sonoma	Steve	Jorgensen	Windsor	District Superintendent
Sonoma	Michael	Juric	SCOE	Assistant Superintendent
Sonoma	Patricia	Law	SCOE	County Coordinator
Sonoma	Jason	Lea	Santa Rosa CSD	Assistant Superintendent
Sonoma	Linda	Scheele	Petaluma CSD	H.R. Director
University	Emiliano	Ayala	SSU	Professor, Department of Education
University	Mary	Dingle	HSU	Education Chair
University	Elena	Flores	USF CA	Associate Dean
University	Robin	Gayle	Dominican-SR Campus	Department Chair
University	Mary	Glenn	HSU	Associate Dean
University	Chris	Hopper	HSU	Professor, Kinesiology & Recreation Administration
University	Nicola	Pitchford	Dominican-SR Campus	Vice President of Academic affairs
University	Lyn	Scott	HSU	Professor
University	Christina	Tydeman	Dominican-Ukiah Campus	Director

North Coast School of Education
District Coordinators

District Coordinator 2015-2016

Del Norte	Joan	Kienzle	DNCOE
Humboldt/Trinity	Jenni	Allen-San Giovann	Alder Grove Charter
Humboldt/Trinity	Barbara	Short	Arcata SD
Humboldt/Trinity	Rea	Erickson	Big Lagoon UESD
Humboldt/Trinity	Paula	Wyant	Blue Lake UESD
Humboldt/Trinity	Beth	Anderson	Bridgeville ESD
Humboldt/Trinity	Kathleen	Graham	Burt Ranch USD
Humboldt/Trinity	Bettina	Eipper	Coastal Grove Charter
Humboldt/Trinity	Blaine	Sigler	Cuddeback ESD
Humboldt/Trinity	Julie	Osborne	Cutten ESD
Humboldt/Trinity	Michael	Davies-Hughes	Eureka City Schools UD
Humboldt/Trinity	Jack	Lakin	Ferndale USD
Humboldt/Trinity	Daria	Hooven	Fieldbrook ESD
Humboldt/Trinity	Julie	Johansen	Fortuna ESD
Humboldt/Trinity	Glen	Senestraro	Fortuna UHSD
Humboldt/Trinity	Sinon	Talty	Freshwater ESD
Humboldt/Trinity	Beth	Wylie	Fuente Nueva Charter
Humboldt/Trinity	Michael	Quinian	Garfield ESD/Kneeland ESD
Humboldt/Trinity	Pending new hire		Green Point SD/Orick ESD
Humboldt/Trinity	Damon	Collier	Humboldt COE - SPED
Humboldt/Trinity	Debra	Kingshill	Humboldt COE & ROP
Humboldt/Trinity	John	Blakely	Hydesville ESD
Humboldt/Trinity	Melissa	Nannizzi	Jacoby Creek Charter SD
Humboldt/Trinity	Vicki	Kurtz	Klamath Trinity JUSD
Humboldt/Trinity	Justine	Wallace	Kneeland
Humboldt/Trinity	Josh	Nikolauson	Laurel Tree Charter
Humboldt/Trinity	Wendy	Orlandi	Maple Creek ESD
Humboldt/Trinity	Stephanie	Smyth Jackson	Mattole USD
Humboldt/Trinity	Alan	Jorgensen	McKinleyville USD
Humboldt/Trinity	Anita	Horner	New Life Christian
Humboldt/Trinity	Amy	Miller	Northcoast Pre & Performing Arts Acac
Humboldt/Trinity	Diana	Howard	Northern Humboldt High SD
Humboldt/Trinity	Bill	Hawkins	Orick/Green Point
Humboldt/Trinity	Karla	Darnall	Pacific USD
Humboldt/Trinity	Virginia	Hall	Pacific View Charter
Humboldt/Trinity	Barbara	McMahon	Peninsula USD
Humboldt/Trinity	Bob	Giacomini	Redwood Christian School
Humboldt/Trinity	Krista	Croteau	Redwood Preparatory Charter
Humboldt/Trinity	Jorey	McComas	Rio Dell SD
Humboldt/Trinity	Gary	Storts	South Bay UESD
Humboldt/Trinity	Catherine	Scott	Southern Humboldt USD

North Coast School of Education
District Coordinators

Humboldt/Trinity	Peggy	Canale	Southern Trinity USD
Humboldt/Trinity	Paula	Shanahan	St. Bernanrd's Catholic School
Humboldt/Trinity	Mathew	Malkus	Trinidad USD

Lake	Suzy	Rudofker	Kelseyville USD
Lake	TIm	Gill	Lake COE
Lake	Donna	Rose	Lakeport USD
Lake	Mike	Brown	Lucerne Elementary
Lake	Bill	Roderick	Middletown USD
Lake	Thad	Owens	Middletown USD
Lake	Gary	Madison	Upper Lake UHSD
Lake	Valerie	Gardner	Upper Lake Union ESD

Mendocino	Selah	Sawyer	Accelerated Achievement Academy/Ch
Mendocino	Mary	O'Brien	Anderson Valley USD
Mendocino	Stephanie	Smyth Jacks	Casper Creek Learning Community
Mendocino	Kara	McClellan	Charter School Associate of Willits
Mendocino	Debbie	Crowningshield	Fort Bragg USD
Mendocino	Jin	Shi	Instilling Goodness and Virtue
Mendocino	Ann	Kelly	LaVida Charter
Mendocino	Tim	Henry	Laytonville USD
Mendocino	Tony	Lomena	Leggett Valley USD
Mendocino	Stephanie	Smyth Jackson	Mattole Valley Charter
Mendocion	Aaron	Carter	MCOE
Mendocino	Sandy	Peters	MCOE
Mendocino	Mimi	DuVigneaud	Mendocino USD
Mendocino	Brent	Cushenbery	Point Arena Jt. Union High
Mendocino	Mary	Thornton	Potter Valley Community SD
Mendocino	Meena	TePas	Round Valley USD
Mendocino	Mary	Leittem-Thoma	St. Mary of the Angels
Mendocino	Celeste	Beck	Tree of Life Charter
Mendocino	Lori	Woodward	Ukiah USD
Mendocino	Nancy	Runberg	Willits USD

Nevada	Dan	Zeisler	Chicago Park SD
Nevada	Roxanne	Gilpatric	Nevada City SD
Nevada	Louise	Johnson	Nevada Joint UHSD
Nevada	James	Berardi	Twin Ridges
Nevada	Janell	Kays	Grass Valley SD
Nevada	Sharon	Loucks	Milhous NPS
Nevada	Shar	Johns	Nevada COE
Nevada	Stephanie	Ellis	Penn Valley UESD
Nevada	Debbie	Zeisler	Pleasant Ridge USD

North Coast School of Education
District Coordinators

Sonoma	Martin	Wilkes	Abraxis Charter/R-House
Sonoma	Bob	Raines	Alexander Valley Union
Sonoma	Tina	Magallan	Alisal USD
Sonoma	Alicia	Honn	Anova NPS
Sacramento	Troy	Miller	Archohe
Sonoma	Marcia	Russell	Bellevue Union
Sonoma	John	Eberly	Bennett Valley Union
Sonoma	Graham	Rutherford	Cardinal Newman
Sonoma	Deborah	Waggoner	Cinnabar
Sonoma	Rina	McCarthy	Cloverdale Unified
Sonoma	Sandy	Bartholome	Cotati-Rohnert Park Unified
Sonoma	Kirsten	Perkett	Cross and Crown
Sonoma	Laura	Briggin	Cypress NPS
Sonoma	Adam	Schaible	Dunham
Sonoma	Christy	Simmons	Forestville Union
Sonoma	Christina	Menicucci	Geyserville Unified
Sonoma	Linda	LaMarre	Gravenstein Union
Sona	Erin	Carlson	Guerneville USD
Sonoma	Dana	Pederson	Guerneville USD
Sonoma	Dennis	Crandall	Hanna Boys School
Sonoma	Rene	McBride	Harmony Union
Sonoma	Karie	Fink	Harvest Christian
Sonoma	Erin	Fender	Healdsburg Unified
Sonoma	Fran	Whitcomb	Healdsburg Unified
Sonoma	Tom	Furze	His Kingdom Academy
Sonoma	Troy	Sherman	Horicon
Sonoma	Jennifer	Coker	Journey High School
Sonoma	Bob	Bales	Kenwood
Sonoma	Kathleen	Mallamo	Kids Street Charter
Sonoma	Nancy	Alcott	Lattice NPS
Sonoma	Chris	Rafanelli	Liberty
Sonoma	Matthew	Morgan	Live Oak Charter
Sonoma	Tracy	Kendall	Mark West Union
Sonoma	Jennifer	Schwinn	Monte Rio Union
Sonoma	John P.	Quinn	Montgomery
Napa	Jill	Barnes	Napa USD
Sonoma	Cathy	Wisor	New Directions NPS
Sonoma	Marianne	McCarthy-Campbe	New Horizon School
Sonoma	Jennifer	Lux	North Valley School NPS
Marin	Michelle	Stephens	Novato USD
Sonoma	Nancy	Saylor	Oak Grove Union
Sonoma	Jason	Yamashiro	Old Adobe Union

North Coast School of Education
District Coordinators

Sonoma	Sara	Jordon	Pathways Charter
Sonoma	Linda	Scheele	Petaluma City Schools/Petaluma Joint
Sonoma	Ellen	Whitt	Piner-Olivet Union
Sonoma	Jayna	Gaskell	Pivot Charter School
Sonoma	Alexa	Peake	Plumfield Academy NPS
Sonoma	Julie	Heinsen	REACH Charter
Sonoma	Mike	McBride	REACH Charter
Sonoma	Terry	Metzger	Rincon Valley Union
Sonoma	Deanna	Peake	River Montessori Charter
Sonoma	Jenifer	Cordova	Roseland
Sonoma	Eppie	Rodriguez	Saint Helena Catholic School
Sonoma	Cindy	Brennan	Santa Rosa City Schools
Sonoma	Jan	Martinez	Santa Rosa City Schools
Sonoma	Cynthia	Brown	Santa Rosa Education Coop
Sonoma	LaDonna	Moore	Santa Rosa Education Coop
Sonoma	Georgia	Loakimedes	SCOE Alt Ed
Sonoma	Stephen	Jackson	SCOE CTE
Sonoma	Cathy	Gascon	SCOE Special Ed
Sonoma	Chris	Topham	Sebastopol Independent Charter
Sonoma	Debbie	Hanks	Sebastopol Union
Sonoma	Gregg	Lee	Sierra School NPS
Sonoma	Patti	Wick	Sonoma Country Day School
Sonoma	Amber	Williams	Sonoma Valley Unified
Sonoma	Barbara	Gasparini	St. Eugene's
Sonoma	Cindy	Toews	St. Helena USD
Sonoma	James	Brandt	St. John the Baptist Catholic School
Sonoma	Kathy	Ryan	St. Rose School
Sonoma	Maria	Martinez	Stone Bridge School
Sonoma	Lisa	Katimbang	Stony Point Academy Charter
Marin	Jolene	Yee	Sunny Hills-Irene Hunt
Sonoma	Marylou	O'Hern	Sunshine School (Private)
Sonoma	Amanda	Eliff	The Healdsburg School
Sonoma	Scott	Parker	The Presentation School
Sonoma	Debbie	Cesaretti	Twin Hills Union
Vallejo	Steve	Thomasberger	VCUSD
Sonoma	Rebecca	Ivanoff	Village Charter
Sonoma	Carra	Lantier	Waugh
Marin	Tara	Seekins	Willow Creek Academy
Sonoma	Eric	Hoppes	Wilmar Union
Sonoma	Lisa	Saxon	Windsor Unified
Sonoma	Robert	Bucher	Woodland Star Charter School
Sonoma	Terrena	Rodenbaugh	Wright SD/Wright Charter School
Sonoma	Carolee	Fagent	Ricon Valley Christian

North Coast School of Education
District Coordinators

Monterey			Alisal USD
Monterey	Shawna	Garritson	Big Sur Charter School
Santa Clara	Susan	Pfefferlen	Charter School of Morgan Hill
Monterey	Sean	Madden	International School of Monterey
Monterey	Elisa	Tacconi	Monterey Bay Charter School
Santa Clara	Susan	Pfefferlen	Morgan Hill USD - Charter of Morgan H
Monterey	Dr. Juanita	Perea	Oasis Charter Public School
San Jose	Ashley	Koch	San Jose Conservation Corps
Monterey	Elaine	Blasi	Silver Oak Montessori
Santa Clara	Frances	Teso	Voices College- Bound Academy

North School of Education
North Coast Teacher Induction Program Staff
2015-2016

Last Name	First Name	Role(s)	County
Ricketts	Karen	Regional Director	Regional - SCOE
Navarro	Sherry	Regional Administrative Specialist	Regional - SCOE
McConnell-Quinn	Melissa	Curriculum Coordinator	Regional - SCOE
John	Nora	Regional Staff-Program Specialist	Regional - SCOE
Lince	Stacey	Regional Staff- IT Specialist	Regional - SCOE
Martinez	Susie	Regional Staff-Program Specialist	Regional - SCOE
Parnay	Kathy	Regional Staff-Program Specialist	Regional - SCOE
Kienzle	Joan	County Coordinator Regional Facilitator, Regional Inquiry	Del Norte
Cumbra	Anita	Document Reader Regional Facilitator, Regional Inquiry	Del Norte
Jager	Nicholas	Document Reader	Del Norte
Self	Pat	County Coordinator	Humboldt
Ballinger	Heather	Regional Inquiry Document Reader Regional Facilitator, Regional Inquiry	Humboldt
Downing	Melanie	Document Reader Regional Facilitator, Regional Inquiry	Humboldt
Glueck	Jennifer	Document Reader	Humboldt
Klar	Lisa	Regional Inquiry Document Reader	Humboldt
Kurtz	Vicki	Regional Inquiry Document Reader Regional Facilitator, Regional Inquiry	Humboldt
Lourenzo	Janice	Document Reader Regional Facilitator, Regional Inquiry	Humboldt
Sheridan	Mary Ann	Document Reader Regional Inquiry Document Reader, Support	Humboldt
Williams	Joan	Provider	Humboldt
Wozny	Gini	Regional Inquiry Document Reader	Humboldt
Langston	Patty	County Coordinator Regional Facilitator, Regional Inquiry	Lake
Humphrey	Judy	Document Reader Regional Facilitator, Regional Inquiry	Lake
Johnson	Diane	Document Reader, Support Provider	Lake

North School of Education
North Coast Teacher Induction Program Staff
2015-2016

McConnell-Quinn	Melissa	County Coordinator	Mendocino
Barnes	Mary	Regional Facilitator, Regional Inquiry Document Reader, Support Provider	Mendocino
Carder	Nan	Regional Facilitator, Regional Inquiry Document Reader	Mendocino
Hammond	Anne	Regional Facilitator, Regional Inquiry Document Reader, Support Provider	Mendocino
Mey	Lisa	Regional Facilitator, Regional Inquiry Document Reader, Support Provider	Mendocino
Morrison	Annette	Regional Facilitator, Regional Inquiry Document Reader	Mendocino
O'Brien	Mary	District Coordinator, Regional Facilitator, Regional Inquiry Document Reader	Mendocino
Olson	Michael	Regional Facilitator, Regional Inquiry Document Reader	Mendocino
Rack	Mary	Regional Facilitator, Regional Inquiry Document Reader	Mendocino
Snider	Molly	District Coordinator	Mendocino
TePas	Meena	Regional Facilitator, Regional Inquiry Document Reader, Support Provider	Mendocino
Herrington	Brooke	Project Director	Monterey/Santa Clara Charter SELPA
Blalock	Karyl	Regional Inquiry Document Reader	Monterey
Powers	Vicki	Regional Inquiry Document Reader	Monterey
Russo	Angela	Regional Inquiry Document Reader	Monterey
Clarabut	Susan	County Coordinator	Nevada
Gilfillan	June	Regional Inquiry Document Reader, Support Provider	Nevada
Ransom	Carol	Regional Inquiry Document Reader, Support Provider	Nevada
Thayer	Diane	Regional Inquiry Document Reader, Support Provider	Nevada

North School of Education
North Coast Teacher Induction Program Staff
2015-2016

Law	Patricia	County Coordinator Regional Facilitator, Regional Inquiry	Sonoma
Cecchini Haynes	Kylee	Document Reader	Sonoma
Durso	Betty	Regional Inquiry Document Reader Regional Facilitator, Regional Inquiry	Sonoma
Foster	Diana	Document Reader	Sonoma
Frenzel	Allison	Regional Inquiry Document Reader	Sonoma
Garwah	Kelli	Regional Inquiry Document Reader	Sonoma
Gigliette	Linda	Regional Inquiry Document Reader Regional Inquiry Document Reader, Support	Sonoma
Honn	Alicia	Provider	Sonoma
Huberty	Noelle	Regional Inquiry Document Reader	Sonoma
Huggett	Sara	Regional Inquiry Document Reader Regional Facilitator, Regional Inquiry	Sonoma
Lantier	Carra	Document Reader	Sonoma
McDougall	Kate	Regional Inquiry Document Reader	Sonoma
Nelson	Victoria	Regional Facilitator, Regional Inquiry Document Reader, Support Provider Regional Facilitator, Regional Inquiry	Sonoma
Newman	Carol	Document Reader Regional Facilitator, Regional Inquiry	Sonoma
Phelan	Rick	Document Reader	Sonoma
Progulske	Jessica	Regional Inquiry Document Reader Regional Facilitator, Regional Inquiry	Sonoma
Richards	Anne	Document Reader Regional Facilitator, Regional Inquiry	Sonoma
Rochman	Lorna	Document Reader	Sonoma
Sovel	Barry	Regional Inquiry Document Reader Regional Facilitator, Regional Inquiry	Sonoma
Stadum	Joe	Document Reader Regional Facilitator, Regional Inquiry	Sonoma
Svendsen	Rich	Document Reader	Sonoma
Takami	Susan	Regional Inquiry Document Reader	Sonoma
Wyckoff	Lindsey	Regional Facilitator, Regional Inquiry Document Reader, Support Provider	Sonoma