



Candidate Agreement

The Tulare County Office of Education Teacher Induction Program is a two-year, individualized, job-embedded system of mentoring, support and professional learning that begins in the teacher's first year of teaching. Candidates must have a Preliminary Multiple, Single Subject, or Education Specialist Credential to participate in the program. The Induction Program builds on the knowledge and skills gained during the preliminary preparation program. The mentor/candidate partnership is an opportunity for mutual and collaborative professional growth through the California Standards for the Teaching Profession.

The candidate must agree to:

- 1. Begin working with their assigned mentor within the first 30 days of enrollment in the program, with the mentor and candidate being matched according to credentials held, grade level and/or subject area, as appropriate to the participant's employment;*
- 2. Develop an Individualized Learning Plan (ILP) with the help of the mentor, which must address the California Standards for the Teaching Profession and be based on needs determined by the candidate and program provider, in consultation with the site administrator and guided by the Preliminary Program Transition Plan within the first 60 days of enrollment in the program;*
- 3. Work with their mentor for an average of no less than one hour per week (for a minimum of 36 hours per year) on individualized support/mentoring coordinated and/or provided by the mentor, and must include both "just in time" and longer term analysis of teaching practice to help candidates develop enduring professional skills;*
- 4. Work with their mentor on-site to facilitate the candidate's growth and development through modeling, lesson observation, lesson demonstration, teaching assistance, guided reflection on practice, and feedback on classroom instruction;*
- 5. Participate in professional development sessions/activities that lead to the achievement of the ILP goals and Induction Program meetings;*
- 6. Complete and submit monthly documentation log of activities, Induction Program surveys, feedback documents, questionnaires, etc.; and*
- 7. Respond to requests for information and work collaboratively with mentor, site administrator, and Teacher Induction Program staff.*

The Induction Program will provide: program meetings, an individual electronic portfolio, assessments to show progress towards mastery of the California Standards for the Teaching Profession to support the recommendation for the clear credential, and a method of feedback from the candidate assessing the quality of services provided by mentors on effectiveness of support provided.

A schedule of meetings is available on the Induction website starting at the beginning of the school year. All meetings are mandatory for the candidate including the Inquiry Meeting (optional for mentors) and the Spring Meeting (optional for mentors). Failure to attend and participate in any regularly scheduled Induction meetings may result in a \$50.00 fee, notification to the district, and an individual meeting between the candidate and Induction program staff.

An Induction Program Extension shall be granted upon submitting appropriate paperwork and will incur a fee, as outlined below.

- *There will be a scoring fee of \$200, charged to the candidate, for any documents uploaded and approved after 12:00 p.m. on May 31st (May/June Documentation Logs excluded).*
- *If the extension continues into a third year of Induction, a fee of \$300 per month will occur, starting in August and continuing until you have completed the program.*

The Induction Program offers the Early Completion Option that provides a structure for eligible individuals to complete the Induction Program in one year. This option is available to experienced and exceptional teachers. To be considered for the ECO program, the candidate must meet the eligibility requirements, receive district approval, and successfully complete the application process. Please see the [website](#) for details and application.

<p>ALL Induction Candidates:</p> <p>_____ I have reviewed the Ind. Orientation Presentation.</p> <p><small>INITIAL HERE</small></p>
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By signing below, you are confirming that you have read and understand the role and responsibilities of a candidate and the fees associated with missing any scheduled meetings and obtaining a program extension.

Print Name _____

District/School _____

Grade/Subject/Ed. Specialist _____

Signature _____ Date _____

**** Handwritten Signature Required (no electronic signatures)*

In the event the TCOE Induction Program is discontinued, a teach out plan, which will include individual transition plans for each candidate, will be developed, in addition to a plan for how candidates and graduates will access their induction records.