

EL DORADO COUNTY TEACHER INDUCTION PROGRAM



About Us

The El Dorado County Teacher Induction Program is a two-year, comprehensive approach to earning a California Clear credential for both General Education and Education Specialists.

Individualized professional learning and support opportunities are identified and allow each candidate to practice and refine effective teaching practices as they gain competency toward mastery in the *California Standards for the Teaching Profession (CSTP)*.



Eligibility Requirements

Teachers are eligible to participate in the El Dorado Teacher Induction Program by:

- Holding a valid and active Preliminary Multiple or Single Subject credential, or a Level 1 or Preliminary Education Specialist credential; and
- Holding a teaching position for which their credential is required in a public, charter, private or independent school within El Dorado County, Alpine County, or the EDCOE Charter SELPA.

Enrollment

The Human Resources Department (HR) of the employing district will assist the teacher with enrolling in the El Dorado County Teacher Induction Program.

Program Components

Mentor Meetings

New teachers work with Mentors who guide and support them through the induction experience. Weekly meetings provide the opportunity for support using a structured series of observations, action research, assessments, and reflection to expand and deepen their teaching knowledge and skills.

Support Seminars

New teachers attend online seminars throughout the year that provide ongoing support and collaboration in a community of colleagues.

Job-embedded Coursework

New teachers, with the support of a Mentor, design and implement an Individualized Learning Plan (ILP) that addresses the CSTP and provides a road map for the induction work.

Course Requirements

Teachers, with the support of a Mentor, collaboratively develop an Individualized Learning Plan (ILP). The ILP is grounded in the California Standards for the Teaching Profession and provides a guide for candidates' induction work. Within the ILP, professional learning opportunities are identified for each candidate to practice and refine effective practices for all students through a focused cycle of inquiry.



Program Completion

Teachers enrolled in the El Dorado County Teacher Induction Program agree to the following:

- Work collaboratively with the assigned Mentor to complete the work outline in the El Dorado County Teacher Induction Completion Guide and Canvas
- Submit coursework aligned with the CSTP following established timeline and review dates
- Participate in classroom observation opportunities to inform and support instructional practice
- Meet with assigned Mentor an average of one hour per week
- Access all online components of the program
- Attend and fully participate in all required Support Seminars

Grievance Process

The El Dorado County Office of Education Teacher Induction Program is committed to providing an equitable and transparent process for addressing grievances and concerns raised by program participants.

- If a candidate or applicant has a complaint or grievance related to the application process, program prerequisites, program requirements, policies and procedures, grading practices, program extension or deferral requests, credential eligibility reviews, financial matters, or any other program-related issue, they should first attempt to resolve the matter informally with the relevant party, such as the mentor or induction coordinator.
- If the issue cannot be resolved informally, the candidate may file a formal grievance by submitting a written statement outlining the nature of the complaint and the steps taken to resolve it thus far using the EDCOE TIP Grievance Form.
- The Director of Professional Development will review the concern, meet with the candidate, and investigate the grievance. The candidate will be notified of the decision within ten business days of receiving the statement.
- A candidate may appeal the decision by submitting the EDCOE TIP Grievance Appeal Form to the Director of Curriculum, Instruction, and Accountability within five business days of receiving notification.

A copy of all documentation related to the grievance will be kept on file.

EDCOE is committed to promptly resolving any grievances in accordance with applicable law and program policies. We encourage program participants to raise concerns and seek resolution in a timely manner, to ensure the best possible experience for all.

[EDCOE TIP Grievance Form](#)

[EDCOE TIP Grievance Appeal Form](#)

For More Information Contact

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