

Professional Staff Induction Program

The East Central BOCES shall join with member districts which belong to East Central BOCES to offer an induction program for the continuing professional development of teachers, special service providers, principals and administrators with provisional licenses just entering the profession and new to the ECBOCES.

The purpose of the induction program under the educator licensing law shall be to promote purposeful learning by inductees rather than learning about the ECBOCES and teaching through trial and error. The goal of the ECBOCES's program is to enhance the job satisfaction of its educators by providing a collegial atmosphere for teaching and learning.

The induction program shall provide for supervision by mentors and ongoing professional development and training, including ethics and performance evaluations in accordance with the ECBOCES's performance evaluation system.

The ECBOCES's induction program shall include four major components:

- Orientation of newcomers to new professional roles
- Socialization and transition problems normally faced by newcomers to organizations
- Technical skill refinement and development including ethics
- Performance assessment

Through the induction program, inductees shall be provided information about Board policies and regulations, local ECBOCES goals, content standards, and educator roles and responsibilities.

A mentor shall be selected for each inductee to model the professionalism of the staff employed by this BOCES.

It is recognized that the content and experience needed by an inductee will vary, based on each individual's previous experiences prior to receiving a provisional license.

The BOCES shall establish criteria to evaluate an inductee who has successfully completed the program. Among the important criteria shall be completion of activities listed in the inductee's professional growth plan, evidence in the inductee's portfolio of meeting or

exceeding the professional educator standards, satisfactory summative evaluation by the supervisor and recommendations by the mentor and supervisor.

The principal shall make a recommendation to the Superintendent and BOCES executive director regarding the completion of the induction program. The superintendent shall be responsible for recommending the inductee to the state for a professional license.

Nothing in this policy nor in the induction program itself shall be construed to imply in any manner the establishment of any property rights or expectancy or entitlement to continued employment. A favorable recommendation that a provisional teacher receive a professional teaching license at the conclusion of the induction program is a decision separate and distinct from any decision about continued employment in the ECBOCES or member district. All employment decisions remain within the sole and continuing discretion of the local Boards of Education of member districts.

ECBOCES personnel shall establish a process to evaluate the BOCES's induction program so that it fits within the comprehensive ECBOCES-wide professional growth plan for ECBOCES personnel.

EAST CENTRAL BOCES BOARD POLICY

Adopted: January 30, 2019

LEGAL REFS.: C.R.S. 22-60.5-102 (7) (*definition of "approved induction program"*)
C.R.S. 22-60.5-114 (2) (*waiver of induction program requirement*)
C.R.S. 22-60.5-201 (1)(c)(l)(B) (*teacher license through approved induction program*)
C.R.S. 22-60.5-204 (*teachers*)
C.R.S. 22-60.5-210 (1)(b)(l)(B) (*special services license through approved induction program*)
C.R.S. 22-60.5-213 (*special services providers*)
C.R.S. 22-60.5-301 (1)(b)(l)(C) (*principal license through approved induction program*)
C.R.S. 22-60.5-304 (*principals*)
C.R.S. 22-60.5-306 (1)(b)(l)(C) (*administrator license through approved induction program*)
C.R.S. 22-60.5-309 (*administrators*)
1 CCR 301-37, Rules 2260.5-R-8.00 and 2260.5-R-9.00 (*approved induction programs – criteria and review*)

CROSS REF.: GCHA/GCHB, Mentor Teachers/Administrators