



NORTH COAST TEACHER INDUCTION PROGRAM

A quality support system for all teachers and a caring, competent and highly qualified teacher for every child

March 16, 2016

To: County Superintendents, District Superintendents, Chief Business Officers (CBO's), Assistant Superintendents, and Directors

From: Karen Ricketts, Regional Director

Re: North Coast Teacher Induction Program (NCTIP)

As we continue to navigate the Local Control Funding Formula (LCFF) and an increasing percentage of teachers eligible for retirement, it will be important to plan ahead for new hires in the years to come. In anticipation, I want to provide you with some information to assist you in planning your preliminary budgets, Local Control Accountability Plans (LCAP) and Educator Effectiveness Block Grants with regards to California Teacher Induction for your newly hired teachers.

Sonoma County Office of Education, as the Local Education Agency (LEA) for the NCTIP, is committed to providing quality induction services. The program provides candidates (new teachers) the support they need through regular mentoring, personalized professional development aligned with school and district goals, and standards-based guided practice required for program completion. Mentor teachers receive professional development in mentoring for candidates that include "just-in-time" coaching and long-term analysis of teaching practice to help candidates develop enduring professional skills. This means that both new and mentor teachers are more effective and contribute to greater student learning. State law requires teachers to complete a Commission on Teacher Credentialing (CTC) accredited Teacher Induction program in order to be recommended for a clear teaching credential. Currently, NCTIP serves candidates and mentor teachers in over 150 school districts across the region and we look forward to your continued partnership.

LCAP State Priority 1

As you work with local community groups and teacher stakeholders to develop your LCAP goals, the details below may be helpful in planning ahead for induction services and support for new teachers in order for them to remain highly qualified and fully credentialed.

Teacher induction goals align with several areas of the LCAP and most closely connect with *Priority 1: Conditions of Learning* - "Basic degree to which teachers are appropriately assigned pursuant to Education Code section 44258.9, and fully credentialed in the subject areas and for the pupils they are teaching."

2015-16 Budget Act Educator Effectiveness Block Grant

The 2015 Budget Act included approximately \$500 million in one-time money that is called "Educator Effectiveness Block Grant." School districts may expend the funds over three fiscal years (2015-16, 2016-17, and 2017-18) for specific professional development activities including:

- ✓ Beginning Teacher and Administrator Support
- ✓ Coaching and Support for Improvement
- ✓ Standards Based Professional Development
- ✓ Promoting Quality and Effectiveness

Fee for Service

NCTIP is in the fourth year of implementation to a fully funded “fee for service” model. This model will continue to provide increased access to quality induction for districts that are employing new teachers in the region.

Districts will be responsible for the total fee-for-service, at \$3,300 per candidate. For example, if “District X” hires 4 participating teachers in 2016-2017, the cost to the district would be \$13,200 (4X \$3,300.00). Your district will be invoiced in November 2016 depending on the number of candidates enrolled in the program.

NCTIP will fund the cost of each mentor stipend at \$1,200 and provide a stipend for District Coordination at a pay rate of \$100.00 per candidate served for 2016-2017. These funds will be sent to districts in March 2017.

Regional Fee-for-Service Structure

	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Fee-for-Service	\$330.00	\$1,000.00	\$2,000.00	\$3,300.00	\$3,300.00
Annual Program Costs per candidate - inclusive of Mentor stipend	\$3,300.00	\$3,300.00	\$3,300.00	\$3,300.00	\$3,300.00

As Teacher Induction programs throughout the state continue to transition, we find our program to increasingly be one that is sought after for induction services. And while we recognize that you may not know if you will have new teachers next year, we want to secure general commitments for planning purposes. To ensure that your district is afforded the benefits of our program without a disruption in service, please return a signed copy of the attached Memorandum of Understanding (MOU) by **June 15, 2016**.

Please let me know if I can be of service to you in your planning. In the months to come, I will continue to work with you in preparing high quality teachers for every student in all of our classrooms. Feel free to contact me at any time and thanks for all you do to support student achievement and teacher success.

Sincerely,

Karen Ricketts
Regional Director

cc Steven D. Herrington, Ph.D.
Michael Juric, Ed.D.