



## North Coast Teacher Induction Program EARLY COMPLETION OPTION

SB 57 (Scott) provides for an *Early Completion Option* for California Teacher Induction candidates. This option is designed to acknowledge the skills of teachers who have had previous teaching experience and is offered at an accelerated pace. The North Coast Teacher Induction Program's (NCTIP) Early Completion Option (ECO) includes an individual plan of directed study and evidence of completion. Upon successful completion of Induction requirements as set forth in this policy, candidates are recommended to the California Commission on Teacher Credentialing for a Clear Credential.

### **Candidate Selection Criteria:**

The Early Completion Option is designed for teachers who demonstrate exemplary teaching skills and competencies and have previous successful teaching experience. The ECO program criteria must be met as determined by the NCTIP and the employing district. NCTIP and the employing district retain the right to request additional evidence that may be necessary to determine a candidate's appropriateness for the ECO program. (Career Technical Education (CTE) candidates are not eligible for early completion.)

During the first year of the Induction Program, NCTIP staff and Mentor Teachers will identify potential ECO candidates based on their ability to document and verify a minimum of **two (2) years prior teaching experience as the teacher of record** (experience may include graduates of an Intern Program, private school, out of state teaching, or other recent teaching experience; to be considered, teaching must be from a CTC-approved accredited school or Department of Defense Dependents School if located out of country).

Upon successful completion of the first semester of the Induction Program, NCTIP staff will contact the principal and/or employer regarding the ECO policy. If the principal and/or employer and the Program Coordinator support the suitability of early completion for the candidate, the option will be offered to the candidate. If the candidate wishes to pursue the ECO, he/she may submit an ECO application. Eligible participants may forego the early completion recommendation and choose to participate in Induction for the full two years.

### **Early Completion Option Program:**

The ECO program is designed for more experienced new teachers and is completed at an accelerated pace. The ECO program consists of the following components:

1. Candidate (C) and Mentor Teacher (M) complete enrollment for the 1<sup>st</sup> year and 2<sup>nd</sup> year programs.
2. C works with a trained M, meeting weekly.
3. C and M attend all Year 1 seminars in the first year of the program and complete all required formative assessment activities, submitting both a First Inquiry Portfolio and Second Inquiry Portfolio.
4. C and M attend the September seminar in the second year of the program.
5. C and M work independently during the fall semester of the second year and submit the Third Inquiry Portfolio (attendance at the October, November and December seminar in the second year *may* be required by the Program Coordinator\*).
6. C and M complete the online Mid-Year Survey.
7. C and M submit monthly all required Inquiry documents to their assigned Reader.

**\* Candidates who wish to receive HSU extended education units in the fall semester of their second year MUST ATTEND ALL SEMINARS.**

**Note:** ECO candidates are NOT eligible to receive HSU extended education units in the spring semester of their second year.

### **Culmination of Early Completion Option:**

The district and the approved Induction Program are responsible for determining whether a candidate has completed and met all the requirements of the approved program. The ECO candidate must demonstrate that she/he has the knowledge, skills, abilities and competencies required of all teacher candidates who complete the full-length Induction Program.

The Program Coordinator and NCTIP Director review the candidate's completion evidence and make the final determination about a candidate's completion. Upon successful completion of the First, Second, and Third Inquiries, ECO requirements will be considered satisfied. If the Third Inquiry Portfolio is deemed incomplete or "not met," a Fourth Inquiry Portfolio and attendance at the spring seminars will be required. Successful candidates will be recommended to the California Commission on Teacher Credentialing for a Clear Credential.

### **Early Completion Option Program Fees:**

Year 1 ECO Candidates are charged NCTIP's standard full fee for service of \$3,300. This cost includes the \$1200 Mentor Teacher stipend.

Year 2 ECO Candidates are charged \$1,650. This includes the \$600 Mentor Teacher stipend.

In the event that an ECO Candidate is required to complete the Fourth Inquiry, the cost for the Candidate and his/her Mentor Teacher stipend in Year 2 will be adjusted to the full fee of service in order to reflect the two semesters of coursework.

**Early Completion Option APPLICATION**

**In order to be considered as an ECO candidate**, three (3) items must be submitted:

1. This **application** page with the required signatures.
2. Copies of two (2) authenticated teacher performance **evaluations** from your prior years of teaching.\*
3. A current **resume**.

*\*If you are unable to obtain copies of your past evaluations, submit a detailed letter from your prior employing district superintendent, site principal, or Human Resource Director specifically describing how you successfully meet evaluation standards from your prior teaching experience. The letter needs to be signed and on district letterhead.*

This ECO application needs to be signed and approved by your current employer. The District Designee signature may be your district Superintendent, site Principal, HR Director or District Coordinator. The District Designee signature will affirm their recommendation and approval of the ECO program.

Once a completed application has been submitted and approved by **both** the employing school district and the NCTIP Program Coordinator and Regional Director, ECO candidates will be admitted into the ECO Program in their second year of the Induction Program.

Name: \_\_\_\_\_ Email: \_\_\_\_\_

County: \_\_\_\_\_ District: \_\_\_\_\_

School: \_\_\_\_\_ Contact Phone(s): \_\_\_\_\_

Candidate's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Approved: I support this candidate's application for Early Completion Option.

District Designee: \_\_\_\_\_  
Name and Title – Please Print Signature Verifying Approval of ECO

*Comments:*  
 \_\_\_\_\_  
 \_\_\_\_\_

NCTIP Director: \_\_\_\_\_  
NCTIP Director Signature Verifying Approval of ECO Date

First Inquiry \_\_\_\_\_ Met \_\_\_\_\_  
NCTIP Program Coordinator Signature Date

Second Inquiry \_\_\_\_\_ Met \_\_\_\_\_  
NCTIP Program Coordinator Signature Date

Third Inquiry \_\_\_\_\_ Met \_\_\_\_\_  
NCTIP Program Coordinator Signature Date