

# IUSD TEACHER INDUCTION PRECONDITIONS REPORT 2024

The IUSD Preconditions Report includes the following components. Click on the link below to be taken directly to the section.

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Precondition	Evidence for Precondition
<b>PRECONDITION 1</b>  Each Induction Program must be designed to provide a two-year, individualized, job embedded system of mentoring, support and professional learning that begins in the teacher's first year of teaching.	<p>The Irvine Unified School District Induction Program is designed to provide a two-year, individualized, job-embedded system of mentoring, support and professional learning that begins in the teacher's first year of teaching.</p> <p>The program is two-years in length. The brochure provides an overview of the program as does the program website:</p> <ul style="list-style-type: none"><li>• <a href="#"><u>IUSD Induction brochure</u></a></li><li>• <a href="#"><u>Program Website</u></a></li></ul> <p>Induction begins the first year of a teacher being hired:</p> <ul style="list-style-type: none"><li>• <a href="#"><u>Participating Teachers 2023-2024</u></a> (hire date found in column K)</li></ul> <p>The following documents show a year at a glance including the schedule for professional learning and cycles of inquiry:</p> <ul style="list-style-type: none"><li>• <a href="#"><u>Teacher Induction Timeline</u></a></li><li>• <a href="#"><u>Teacher Induction Schedule</u></a></li><li>• <a href="#"><u>Program Overview diagram</u></a></li></ul> <p>Our Google Classroom serves as our handbook and provides timelines, professional learning resources, guidelines, and documents:</p> <ul style="list-style-type: none"><li>• <a href="#"><u>Teacher Induction Google Classroom screenshot</u></a></li></ul>

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	<p>The following slideshow provides an overview of the 2-year program including program design, logistics, required documents, schedule, and units:</p> <ul style="list-style-type: none"><li>• <u>Program Information presentation- description of the program design</u></li></ul> <p>Teachers develop a job-embedded cycle of inquiry as demonstrated in the ILP:</p> <ul style="list-style-type: none"><li>• <u>Individual Learning Plan</u></li></ul> <p>Mentors provide individualized mentoring and support as recorded in the RCG:</p> <ul style="list-style-type: none"><li>• <u>Reflection Conversation Guide</u></li></ul> <p>The Organization Chart (slide 4) documents the systems of support within the Induction program:</p> <ul style="list-style-type: none"><li>• <u>IUSD Induction Organizational Chart</u></li></ul>
<p><b>PRECONDITION 2</b></p> <p>The Induction Program must identify and assign a mentor to each participating teacher within the first 30 days of the participant's enrollment in the program, matching the mentor and participating teacher according to credentials held, grade level and/or subject area, as appropriate to the participant's employment.</p>	<p>The Irvine Unified School District Induction Program identifies and assigns a mentor to each participating teacher within the first 30 days of the participant's enrollment in the program, matching the mentor and participating teacher according to credentials held, grade level and/or subject area, as appropriate to the participant's employment</p> <p>This database serves as our repository of all mentors since 2001:</p> <ul style="list-style-type: none"><li>• <u>All Mentors Year-to-Date</u> (including credential, grade level, and/or subject area of Mentors)</li></ul> <p>Induction matches Mentors and Participating Teachers with credential-like assignments within the first 20 days of enrollment in the program:</p>

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	<ul style="list-style-type: none"><li>• <u>PT document w/date of match</u> (shows match date, enrollment date, credential/grade level subject of both PTs and Mentors)</li></ul>
<p><b>PRECONDITION 3</b></p> <p>Each Induction Program must assure that each participating teacher receives an average of not less than one hour per week of individualized support/mentoring coordinated and/or provided by the mentor.</p>	<p>The Irvine Unified School District Induction Program assures that each participating teacher receives an average of not less than one hour per week of individualized support/mentoring coordinated and/or provided by the mentor.</p> <p>Programmatic materials reflect the requirement of each Participating Teacher receiving an average of not less than one hour per week of individualized mentoring and support:</p> <ul style="list-style-type: none"><li>• <u>Brochure</u> (page 2- middle column)</li><li>• <u>Website</u> (main page under “What is Induction?”)</li></ul> <p>Mentors agree to providing 4 hours of monthly support:</p> <ul style="list-style-type: none"><li>• <u>Mentor Agreement</u></li></ul> <p>Induction uses a google survey to verify and track Mentor support hours:</p> <ul style="list-style-type: none"><li>• Stipend surveys- verifying hours of support<ul style="list-style-type: none"><li>○ <u>Fall</u></li><li>○ <u>Winter</u></li><li>○ <u>Spring</u></li></ul></li></ul> <p>Mentor training outlines responsibilities of a mentor including 4 hours of monthly support and that work is documented in the Reflective Conversation Guide:</p> <ul style="list-style-type: none"><li>• <u>Mentor Training presentation slides</u> (slides 16, 42, 55, 56)</li></ul> <p>To track candidate support Mentors complete an annual Reflective Conversation Guide which is reviewed three times per year by program leadership:</p>

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	<ul style="list-style-type: none"><li>• <u>Reflective Conversation Guide</u></li></ul>
<p><b>PRECONDITION 4</b></p> <p>Goals for each participating teacher must be developed within the context of the Individual Learning Plan (ILP) within the first 60 days of the teacher’s enrollment in the program.</p>	<p>The Irvine Unified School District Induction Program will ensure that goals for each participating teacher are developed within the context of the Individualized Learning Plan (ILP) within the first 60 days of the teacher’s enrollment in the Induction Program</p> <ul style="list-style-type: none"><li>• <u>Individual Learning Plan I</u> (page 2, in red)</li></ul> <p>IUSD has two instructional calendars: traditional and year-round. Mentors are trained to complete the Clarify Section (which includes the Teaching Target) within 60 days of a PT’s enrollment:</p> <ul style="list-style-type: none"><li>• <u>Mentor Training presentation slides</u> (slides 55-56)</li></ul> <p>Mentors must provide documentation of a goal being written within 60 days on the RCG:</p> <ul style="list-style-type: none"><li>• <u>Reflective Conversation Guide</u> (page 2 under “October”)</li></ul> <p>The fifth bullet of the PT Agreement states that candidates must complete the ILP as part of the Induction program:</p> <ul style="list-style-type: none"><li>• <u>Participating Teacher Agreement</u></li></ul> <p>The ILP is assigned to all PTs within the first 60 days of enrollment. Program leadership checks to make sure the ILP Teaching Target is updated and turned in using our LMS, Google Classroom. The screenshot shows assignment and suggested completion date based on the timeline:</p> <ul style="list-style-type: none"><li>• <u>Teacher Induction Google Classroom screenshot</u></li></ul> <p>The development of the ILP is monitored during a Triad Meeting with a Mentor, Participating Teacher and Lead Mentor two times per year. Lead Mentors review the development of the ILPs including the teaching target/goal.</p>

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<p><b>PRECONDITION 5</b></p> <p>The ILP must be designed and implemented solely for the professional growth and development of the participating teacher and not for evaluation for employment purposes.</p>	<p>The Irvine Unified School District Induction Program ensures the ILP is designed and implemented solely for the professional growth and development of the participating teacher and not for evaluation for employment purposes.</p> <ul style="list-style-type: none"><li>• <u>Statement of Assurance</u> (page 2)</li></ul> <p>The ILP is designed for professional growth and adopted from the IUSD Learning Cycle:</p> <ul style="list-style-type: none"><li>• <u>Individual Learning Plan I</u></li></ul> <p>Our Google Classroom serves as our program handbook where Participating Teachers can locate the Participating Teacher Agreement which states that the ILP may not be used for evaluative purposes:</p> <ul style="list-style-type: none"><li>• <u>Teacher Induction Google Classroom screenshot</u></li><li>• <u>Participating Teacher Agreement</u> (paragraph 1)</li></ul> <p>IUSD partners with local charter and private schools to provide an Induction program to their qualifying candidates. The employer must verify that the ILP may not be used for evaluative purposes:</p> <ul style="list-style-type: none"><li>• <u>Non-IUSD Teacher Participating Teacher Agreement</u> (administrator signature at the bottom)</li></ul>
<p><b>PRECONDITION 6</b></p> <p>An Induction Program sponsor must make available and must advise participants of an Early Completion option for “experienced and exceptional” candidates who meet the program’s established criteria.</p>	<p>The Irvine Unified School District Induction Program makes available and advises participants of the Early Completion Option (ECO) for “experienced and exceptional” candidates who meet the program’s established criteria.</p> <p>All enrolling candidates receive the Program Brochure during Human Resources’ Onboarding process. On page 2, the Induction Brochure (left-hand column under Program Cost) outlines the</p>

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	<p>Early Completion Option:</p> <ul style="list-style-type: none"><li>• <u><a href="#">IUSD Induction brochure</a></u></li></ul> <p>Additionally, candidates must check off that they have received information about ECO when hired by HR tech:</p> <ul style="list-style-type: none"><li>• <u><a href="#">Credential Evaluation</a></u> (under “Induction Information”)</li></ul> <p>During the Program Information Meeting the Early Completion Option is discussed:</p> <ul style="list-style-type: none"><li>• <u><a href="#">Participating Teacher Program Information Meeting</a></u> (slide 17)</li></ul> <p>Our program website information and the application for ECO under “Teacher Induction Resources”</p> <ul style="list-style-type: none"><li>• <u><a href="#">Irvine Unified School District Induction Website</a></u></li></ul> <p>The ECO application defines criteria for eligibility (page 1):</p> <ul style="list-style-type: none"><li>• <u><a href="#">ECO application</a></u></li></ul>
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