

MIDDLETOWN UNIFIED SCHOOL DISTRICT

Policy 4131.1: Teacher Support And Guidance

Original Adopted Date: 1/17/2024

The Governing Board recognizes the link between teacher effectiveness and student learning and desires to provide structured, individualized support and guidance to teachers as necessary to enhance their performance and support teacher retention. The Superintendent or designee shall develop a program of intensive professional development and consultation to help interns and beginning teachers apply their academic preparation more effectively in the classroom and to assist other teachers who need additional development in subject matter knowledge, instructional methods, and/or classroom management.

The Superintendent or designee shall coordinate individualized teacher support and guidance activities developed pursuant to this policy with other district staff development programs and staff evaluation processes.

Teachers may volunteer to participate in a teacher support and guidance program or may be referred to such services based on their performance evaluation.

Support providers shall be experienced certificated personnel who are knowledgeable about teacher development and needed competencies and have strong interpersonal and communication skills. Support may include, but is not limited to, classroom observations, regular meetings with the support provider, and an individualized plan for professional development or coursework that takes into consideration the teacher's assignment and prior preparation and experience. The roles and responsibilities of support providers shall be clearly defined in writing and communicated to all participants.

The Superintendent or designee shall ensure the timely assignment of qualified support providers to participating teachers and for reassignment as needed. He/she shall also ensure that each support provider receives appropriate training to serve in a support capacity and is provided adequate time and resources to assist other teachers.

The district may provide a stipend to support providers in accordance with the collective bargaining agreement and district budget.

The performance of a participating teacher shall be monitored by the support provider, Superintendent or designee, and/or a panel of teachers and administrators in order to determine whether the teacher has met program goals and to make recommendations for follow-up support or employment action, as appropriate.

The Superintendent or designee shall regularly evaluate the district's teacher support and guidance programs and shall report to the Board regarding program effectiveness in meeting district goals for teacher quality and retention. Evaluation reports may include, but are not limited to, data on program enrollment and completion, subsequent retention rates of participating teachers, and interviews or surveys of program participants.

Beginning Teacher Induction Program

The Superintendent or designee shall inform beginning teachers who possess a preliminary

credential about induction programs or other options that are available to help them fulfill the requirements of the clear multiple subject, single subject, or education specialist credential pursuant to Education Code 44259.

The district's beginning teacher induction program shall meet program standards adopted by the CTC and shall support beginning teachers in meeting the competencies described in the California Standards for the Teaching Profession.

The beginning teacher's knowledge and classroom practice shall be regularly assessed using multiple measures and the results shall be used to monitor and revise individual induction plans. The Superintendent or designee shall maintain a complete record of each participating teacher's progress toward completion of clear credential requirements.

When the teacher has successfully completed the induction program, the Board shall recommend to the CTC that he/she be awarded a clear teaching credential.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 80021	Short-term staff permit
5 CCR 80021.1	Provisional internship permit
5 CCR 80026.5	Orientation, guidance, and assistance for emergency permit holders
5 CCR 80033	Intern teaching credential
5 CCR 80055	Intern credential; extension for extenuating circumstances
5 CCR 80413	Credential requirements
5 CCR 80413.3	Credential requirements; teachers with out-of-state credentials
Ed. Code 44259	Teaching credential, exception; designated subjects; minimum requirements
Ed. Code 44259.5	Standards for teacher preparation
Ed. Code 44275.4	Credential requirements, induction, out-of-state teachers
Ed. Code 44325-44328	District interns
Ed. Code 44450-44468	University internship program
Ed. Code 44830.3	Employing district interns
Federal	Description
20 USC 6601-6702	Preparing, training, and recruiting high quality teachers and principals
Management Resources	Description

Commission on Teacher Credentialing Publication	Multiple and Single Subject Induction Programs, rev. January 2013
Commission on Teacher Credentialing Publication	SB 2042 Multiple Subject and Single Subject Preliminary Credential Program Standards, rev. February 2014
Commission on Teacher Credentialing Publication	California Standards for the Teaching Profession (CSTP), October 2009
Commission on Teacher Credentialing Publication	Education Specialist Teaching and Other Related Services Credential Program Standards, rev. May 2013
Commission on Teacher Credentialing Publication	Intern Preservice, Support and Supervision Requirements: Preparation to Teach English Learners, Program Sponsor Alert 13-06, June 3, 2013
Website	CSBA District and County Office of Education Legal Services
Website	California Federation of Teachers
Website	California Teachers Association
Website	Commission on Teacher Credentialing
Website	California Department of Education

Cross References

Code	Description
0500	Accountability
3100	Budget
3100	Budget
4112.2	Certification
4112.2	Certification
4112.21	Interns
4112.21	Interns
4112.23	Special Education Staff
4112.6	Personnel Files
4113	Assignment
4113	Assignment
4115	Evaluation/Supervision
4115	Evaluation/Supervision
4118	Dismissal/Suspension/Disciplinary Action
4118	Dismissal/Suspension/Disciplinary Action
4131	Staff Development
4141	Collective Bargaining Agreement

4212.6

[Personnel Files](#)

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[Collective Bargaining Agreement](#)

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