

## GATEWAY INDUCTION

### EARLY COMPLETION OPTION

**SUBMISSION DEADLINE: OCTOBER 1**

#### Program Purpose

SB57 is legislation that allows a modified program option for exceptional experienced teachers who meet the eligibility requirements to complete the Gateway Induction program at a faster pace.

Early Completion Option (ECO) Candidates with **significant prior experience and exceptional teaching skills may be eligible** for the Gateway Induction Early Completion Option. There are three basic criteria that must be met in order for teachers to qualify for ECO.

Candidates must meet all criteria in terms of:

1. Credentialing (how long you have had a credential)
2. Experience (years teaching)
3. Exceptionality (as measured against the CSTP)

- 1. Credential & Employment Requirements** Candidate must meet credential **and** employment requirements in order to fulfill this area.
  - Valid CA Preliminary Credential (The Gateway Induction Program will verify.)
  - (If a partner/non-Gateway school)** Verification of current employment on letterhead indicating that you are the teacher of record in your authorized credential area and teaching a minimum of 60%.
- 2. Experience Requirements:** Candidate may demonstrate their experience and qualification through **Option A, B, or C (below).**

Teachers must meet **one** of these criteria in order to qualify for this accelerated pathway.

**Who may qualify** (all candidates must be **holders of a California Preliminary Credential**)

- A. Teachers with **two or more years of full-time experience** at an accredited private or public school;
- B. Teachers from **out-of-state with two or more years of full-time verified** public or private school experience;
- C. **Teachers who taught 60% or more while completing an 18 month or 2-year California Intern program**
  - Candidate provides verification, on letterhead, by a supervisor of a minimum of 2 years teaching experience, prior to the induction year, as a classroom teacher of record, with a California credential (Note: Emergency Permits and Substitute Credentials do not qualify). Verification of previous teaching experience must include: Dates, School(s)/District(s) with contact information, and Teaching Assignment (Grade/Subject). The Gateway Induction Program will verify credential document(s) proving that the Candidate was licensed to teach during the above-referenced dates of employment.

According to the CTC, this “experience must be full-time teaching in the specific content area(s) to be issued on the credential; *no part-time, aide, volunteer or any combination of teaching and other school employment will be accepted.* **The experience must be verified by the director of personnel on the original, official letterhead of the school where the teacher was employed. Full-time teaching for credentialing purposes is defined as a minimum of 4 hours per day for at least 75% of a school year.”**

**Criteria for acceptance into the ECO (ALL areas must be met)**

- Submit **at least two satisfactory teacher performance evaluations**. One must have been conducted within the last year of teaching.
- Submit **one recommendation** from the current evaluator supporting your application for the ECO.
- Submit **(1) an annotated teaching video, (2) teaching video reflection where you discuss your teaching strengths/growth areas for that lesson, and (3) a portfolio of work that substantiates experience and exceptionality for the California Standards for the Teaching Profession (CSTP)**. The portfolio must also include a **resume**, and may include certificates of completion from professional development activities.
- **Participate in an informal interview** with the Gateway Teacher Induction Director to review ECO application, present ECO portfolio and explain qualifications (exceptionality and experience) for the ECO.

**All of the following areas must be addressed in either the evaluations, the letter of recommendation, or interview:**

- *Demonstrates knowledge of subject matter, state content standards, and the ability to use appropriate instructional strategies and lesson designs that promote student understanding*
- *Understands and uses student performance levels and multiple measures to inform instruction*
- *Plans and differentiates instruction using multi-tiered interventions as appropriate, based on the assessed individual, academic language and literacy, and diverse learning needs of the full range of learners.*
- *Maintains a well-managed classroom that fosters students' physical, cognitive, emotional and social well-being.*
- *Develops safe, inclusive, and healthy learning environments that promote respect, value differences, and mediate conflicts according to state law and local protocol.*
- *Is a fluent and critical user of technology and uses available technology to assess, plan, and deliver instruction so all students can learn.*
- *Enables students to use technology to advance their learning and follows local district technology policies when implementing strategies to maximize student learning and awareness around privacy, security, and safety*

**Note: Additional evidence and/or a classroom observation and interview may be requested by a member of the Gateway Induction Program**

**Procedure for Application for the Early Completion Option:**

Interested teachers should inform their mentors and the Induction Program Director (see contact information below) about their intention to apply. They will then receive their own Google Folder where all supporting documents and materials may be uploaded.

Donna Hyatt Scarlett, Induction Program Director

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**Timeline and Process:**

- ❑ The Gateway Induction Leadership Team will conduct a preliminary review of materials, and you will receive feedback by November 1 to determine if you've met the pre-qualifications. You will receive feedback and any questions or requests for additional information by October 15th.
- ❑ Final decisions about Early Completion will be made no later than November 1.

**Available Resources:**

- Your Induction mentor can talk with you about Early Completion
- The Induction Director (Donna Hyatt Scarlett, [dscarlett@gatewaypublicschools.org](mailto:dscarlett@gatewaypublicschools.org)) can answer questions about eligibility, application, and process
- We highly recommend that you speak with your evaluator about your interest in Early Completion and seek their input.