



SAN BERNARDINO CITY
UNIFIED SCHOOL DISTRICT
Making Hope Happen

Mauricio Arellano
Superintendent

Common Standard 1.7 The institution employs, assigns and retains only qualified persons to teach courses, provide professional development, and supervise field-based and clinical experiences. Qualifications of faculty and other instructional personnel must include, but are not limited to:

- a) current knowledge of the content;
- b) knowledge of the current context of public schooling including the California adopted P-12 content standards, frameworks, and accountability systems;
- c) knowledge of diversity in society, including diverse abilities, culture, language, ethnicity, and gender orientation; and
- d) demonstration of effective professional practices in teaching and learning, scholarship, and service.

Copy of instructor, professional development, and field-based supervisor **blank evaluation forms**.

The Teacher Induction Program (TIP) assigns and retains current employees with SBCUSD to serve as either [part time or full time mentors](#). Part-time mentors are certificated teachers who are currently teaching in the classroom. They complete an [interest survey](#) and if they meet the criteria are invited to [training](#) and assigned a mentee based on availability and credential match. Full-time mentors are considered [program specialists](#) and hired based on department need. All mentors receive training throughout the year, which also includes attending [coaching workshops](#) and differentiated support through weekly virtual office hours. Mentors are evaluated through Mid-Year Surveys, End of Year Surveys and [Coaching Effectiveness Survey](#) and [Coaching Skills Observation Forms](#).

HUMAN RESOURCES DIVISION - EMPLOYEE DEVELOPMENT DEPARTMENT