

1 **ARTICLE 19: TEACHER INDUCTION PROGRAM**

**Effective July 1, 2018**

2 **Purpose:**

3 The Association of Colton Educators and the Colton Joint Unified School District are continuously striving to  
4 provide the highest possible quality of education. In order for students to succeed in learning, teachers must  
5 succeed in teaching. Teachers are viewed as valuable professionals who deserve to have the best resources  
6 available provided to them in the interest of achieving and maintaining successful performance. Therefore, the  
7 parties agree to cooperate in the design, support and implementation of a program to improve the quality of  
8 instruction through individualized, job-embedded mentoring and support to teachers in the induction program  
9 to meet the California Standards for the Teaching Profession.

10 **Section 19.1 Induction.** – is a credentialing program and the required route to earning a Clear Teaching Credential.  
11 The Commission on Teacher Credentialing (CTC) governs induction programs based on the Teacher Induction  
12 Program Preconditions and Program Standards. Only CTC accredited program providers may offer induction.  
13 The District adheres to the operative conditions of a CTC accredited Teacher Induction Program.

14 **Section 19.2 Candidate Teachers** are unit members who possess a preliminary teaching credential and receive  
15 job-embedded mentoring and support while participating in the induction program.

16 **Section 19.3 Reflective Coaches** are exemplary teachers meeting the requirements of section 19.7 and who are  
17 selected by the Educator Support Committee to provide job-embedded mentoring and support to a teacher in  
18 the induction program.

19 **Section 19.4 Prime Evaluator** – For purposes of this Article, the prime evaluator is the administrator appointed  
20 by the District to evaluate a certificated teacher participating in the induction program as identified in  
21 Article 10.1.(c).

22 **Section 19.5 Induction**

- 23 a. A Reflective Coach may be assigned up to two (2) Candidate Teachers to provide job-embedded mentoring  
24 and support. In case of emergency, with the approval of the Reflective Coach, the Educator Support  
25 Committee may assign a Reflective Coach one (1) additional Candidate Teacher.
- 26 b. The Reflective Coach shall provide job-embedded mentoring and support to the Candidate Teacher in  
27 accordance with the Teacher Induction Program Standards.
- 28 c. The Reflective Coach and the prime evaluator(s) shall have a cooperative relationship and shall consult on  
29 the development of the Candidate’s Individual Learning Plan. The prime evaluator shall collaborate with the  
30 Reflective Coach, as needed, to ensure a system of support is provided for the Candidate.
- 31 d. Neither the Reflective Coaches nor the Educator Support Committee will make written reports regarding  
32 individual Candidate Teachers, nor forward to the Governing Board the names of individual Candidate  
33 Teachers who participated in the Program.
- 34 e. All communication between the Reflective Coach and a Candidate Teacher shall be confidential. A Reflective  
35 Coach shall not participate in the evaluation of the Candidate Teacher.

1 f. These programs shall not waive the Governing Board’s legal right to make a non-reelection decision.

2 **Section 19.6 Educator Support Committee**

3 a. The Educator Support Committee shall consist of seven (7) members, four (4) bargaining unit members  
4 and three (3) administrators. Bargaining unit members shall be appointed by the association to three-  
5 year terms.

6 b. The Educator Support Committee shall establish its own meeting schedule and shall meet outside the  
7 regular school day, on the dates to be determined by the Committee. Four (4) members, the majority of  
8 which shall be teachers, shall constitute a quorum; actions of the Educator Support Committee shall  
9 require an affirmative vote of at least four (4) members. Meetings and other induction related business  
10 which cannot be accomplished after the workday may take place during the regular teacher workday,  
11 and substitutes shall be provided to release Association members from their other duties.

12 c. The Educator Support Committee supports/coordinates the implementation of the induction program.

13 d. The duties of the Educator Support Committee related to the Teacher Induction Program shall be as  
14 follows:

- 15 1. Select the trainers and/or training providers for Educator Support Committee Members and  
16 Reflective Coaches.
- 17 2. Establish its own rules and procedures, including the method for the election of a Chairperson  
18 by majority vote.
- 19 3. Select the panel of Reflective Coaches.
- 20 4. Adopt Rules and Procedures to effect the provisions of this Article. Develop forms necessary for  
21 Rules and Procedures. Adopted rules and procedures shall be consistent with the terms of this  
22 article. To the extent that there is an inconsistency, the terms of the Collective Bargaining  
23 Agreement shall prevail.
- 24 5. Make available a copy of the adopted Rules and Procedures to all bargaining unit members.
- 25 6. Establish and implement procedures for the application and selection of Reflective Coaches, and  
26 for assessing the quality of services provided to Candidate Teachers.
- 27 7. Determine the number of Reflective Coaches in any school year based upon participation in the  
28 Induction program.
- 29 8. Make assignments of Reflective Coaches.
- 30 9. Develop an appeal process in regard to the application of this article. The Educator Support  
31 Committee’s decision shall be final.
- 32 10. No duties of the Educator Support Committee shall supersede the legal requirements of the  
33 Colton Joint Unified School District’s participation in the induction program.

34 **Section 19.7 Reflective Coach**

35 a. A Reflective Coach is a teacher who provides job-embedded mentoring and support to a Candidate

- 1 teacher in the induction program.
- 2 b. In accordance with the Teacher Induction Program Standards, the qualifications for Reflective Coach  
3 include but are not limited to:
- 4 1. Knowledge of the context and content area of the candidate’s teaching assignment.
  - 5 2. Demonstrated commitment to professional learning and collaboration.
  - 6 3. Possession of a Clear Teaching Credential.
  - 7 4. Ability, willingness, and flexibility to meet candidate needs for support.
  - 8 5. Minimum of three (3) years of effective teaching experience.
  - 9 6. Shall demonstrate exemplary teaching ability, as indicated by, among other things, effective  
10 communication skills, subject matter knowledge, and mastery of a range of teaching strategies  
11 necessary to meet the needs of pupils in different contexts.
  - 12 7. Bargaining unit member with permanent status.
- 13 c. In applying for a position of Reflective Coach, each applicant is required to submit two (2) confidential  
14 references from individuals with specific knowledge of his or her expertise, as follows:
- 15 1. A reference from a site principal or other administrator.
  - 16 2. A reference from an Association representative.
- 17 d. Reflective Coaches shall be selected by a majority vote of the Educator Support Committee following  
18 classroom observations by at least one (1) Association member and one (1) administrator. Observations  
19 shall be 15-45 minutes in length in a classroom.
- 20 e. The term of the Reflective Coach shall be up to three (3) years. The term may be extended at the  
21 discretion of the Educator Support Committee. The District agrees a Reflective Coach who becomes an  
22 administrator shall not be a prime evaluator for any of their previously assigned teachers until their  
23 assigned teacher(s) reaches permanent status.
- 24 f. Functions performed pursuant to this Article by bargaining unit employees shall not constitute either  
25 management or supervisory functions. Reflective Coaches shall continue to have all rights of bargaining  
26 unit members.
- 27 g. Reflective Coaches shall support Candidate Teachers by demonstrating, observing, coaching,  
28 conferencing, referring or by other activities, which, in their professional judgment, will assist the  
29 Candidate

30 **Section 19.8 Budget Priorities and Considerations**

- 31 a. The District shall not be required to allocate funds for the program as set forth in this Article.
- 32 b. In addition to the regular salary, a Reflective Coach shall receive a stipend of \$2,500 per Candidate  
33 Teacher served.
- 34 c. The stipend for the bargaining unit members of the Educator Support Committee is defined in Article 20  
35 Peer Assistance and Review.

1 **Section 19.9 Other Provisions**

- 2 a. Unit Members who function as Educator Support Committee or Reflective Coaches under this document  
3 shall not be considered either management or supervisory employees as defined by Government Code  
4 Section 3540.1(g) and (m).
- 5 b. The District shall defend and hold harmless individual Educator Support Committee members and  
6 Reflective Coaches from any lawsuit or claim arising out of performance of their duties under this  
7 induction program as provided by the California Tort Claims Act. The Association retains the right to  
8 participate in the litigation.
- 9 c. The program described in this article and the District’s evaluation functions shall operate independently  
10 of each other; however a cooperative relationship between the prime evaluator and the Reflective  
11 Coach is encouraged with respect to the process of induction. Nothing within this agreement or within  
12 the program shall prohibit or limit the District and Governing Board from exercising its legal or  
13 contractual rights regardless of the participation of a teacher within the programs. Such rights include,  
14 but are not limited to, the issuance of a notice of unsatisfactory performance, issuance of a notice of  
15 intention to dismiss from employment, administrative transfers, involuntary reassignment, and  
16 evaluation independently of the programs. Decisions and actions within the program are not binding on  
17 the District nor the Governing Board.
- 18 d. This Article may be reopened at any time by mutual consent of the parties as needed.

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