

8.0 PROFESSIONAL STAFF INDUCTION PROGRAM

8.1 In accordance with law, the School District shall provide an induction program for the continuing professional development of teachers, special service providers, building Principals and administrators with provisional licenses just entering the profession and new to the School District.

8.2 The purpose of the induction program shall be to promote purposeful learning and to enhance the job satisfaction of its educators by providing a collegial atmosphere for teaching and learning.

8.3 The induction program shall provide for supervision by mentors and ongoing professional development and training, including ethics and performance evaluations in accordance with the school district's performance evaluation system.

8.4 The School District's induction program shall include four major components:

8.4.1 Orientation of newcomers to new professional roles.

8.4.2 Socialization and transition problems normally faced by newcomers to organizations.

8.4.3 Technical skill refinement and development including ethics.

8.4.4 Performance assessment.

8.5 Through the induction program, inductees shall be provided information about Board of Education policies, administrative procedures, local district goals, content standards, and educator roles and responsibilities.

8.6 A mentor shall be selected for each inductee to model the professionalism of the teaching staff employed by this School District.

8.7 The School District shall establish criteria to evaluate an inductee who has successfully completed the program. Among the important criteria shall be completion of activities listed in the inductee's professional growth plan, evidence in the inductee's portfolio of meeting or exceeding the professional educator standards, satisfactory summative evaluation by the supervisor and recommendations by the mentor and supervisor.

8.8 The induction program administrator shall make a recommendation to the Superintendent of Schools regarding the completion of the induction program. The

Superintendent of Schools or designee shall be responsible for recommending the inductee to the state for a professional license.

8.9 Nothing in this policy nor in the induction program itself shall be construed to imply in any manner the establishment of any property rights or expectancy or entitlement to continued employment. A favorable recommendation that a provisional teacher receive a professional teaching license at the conclusion of the induction program is a decision separate and distinct from any decision about continued employment in the School District. All employment decisions remain within the sole and continuing discretion of the Board of Education.

8.10 School District personnel shall establish a process to evaluate the School District's induction program so that it fits within the comprehensive district-wide professional growth plan for School District personnel.

Adopted: April 12, 1995

Revised: September 26, 2012

LEGAL REFS.: C.R.S. 22-60.5-102 (7)
C.R.S. 22-60.5-114 (2)
C.R.S. 22-60.5-201 (1)(c)(I)(B); C.R.S. 22-60.5-204 (teachers)
C.R.S. 22-60.5-210 (1)(b)(I)(B); C.R.S. 22-60.5-213 (special services providers)
C.R.S. 22-60.5-301 (1)(b)(I)(C); C.R.S. 22-60.5-304 (principals)
C.R.S. 22-60.5-306 (1)(b)(I)(C); C.R.S. 22-60.5-309 (administrators)

CROSS REF.: G-b-7 Mentor Teachers/Administrators