

The Marin County Teacher Induction Program

BACKGROUND

California Education Code 44279.1 requires teachers to complete a Commission on Teacher Credentialing (CTC) accredited Teacher Induction support program in order to be recommended for a clear teaching credential. New teachers can access this support through their local county office of education or universities/colleges. The Marin County Office of Education offers a local Induction program which provides the following resources to support our new teacher induction candidates:

Induction Participating Teacher Receives	Induction Support Provider Receives
Weekly mentoring to support mastery of the California Standard for the Teaching Profession	Professional Development for Mentoring Teachers
Personalized professional development aligned with district goals	Tools to support “just in time” coaching and long-term analysis of teaching practice

Current Teacher Induction program standards expect differentiated support to dovetail and align with the teachers’ goals and work in their employing district. This streamlining provides the MCOE Induction program a good opportunity to gather input from districts, regarding both programmatic and fiscal implications.

HISTORY

In 2014-15, the Marin County Teacher Induction Program phased out the district subsidies and began charging a program fee of \$530 to Participating Teachers.

In 2015-16, the state surveyed county offices about their teacher induction programs. Twenty-one of the twenty-four or 88% of COEs who responded shared they are charging districts for induction services. The average fee for service is \$2,600 per year with an additional cost for the mentor. Support Providers traditionally receive a stipend between \$1500 and \$2000 in Marin County.

UPDATE

Effective in 2018-19 the Marin County Induction Program will maintain the program fee, as well as begin to institute an operational fee. The operational fee amount is still to be determined, but will be based on the operational costs of the current program.

COST ANALYSIS:

The total cost of operating the Marin County Teacher Induction program for the school years 2014-2017 is compared in the charts below.

Program Details – Year	2014-15	2015-16	2016-17
No. of Participants	160	151	159
Total Program Expenses	\$418,536	\$324,491	\$260,404
Total Revenue	\$96,050.00	\$92,030.00	\$93,000.00
Total Program Expense after Revenue	\$322,486	\$232,461	\$167,404

The average cost per participating teacher in the Marin County Teacher Induction Program is approximately \$2133 (less the participating teacher program fee). The cost per participating teacher will be based on the program operational cost. A projected amount per teacher will be provided to districts by April 30, we anticipate the cost to be between \$2,000-\$2,500.