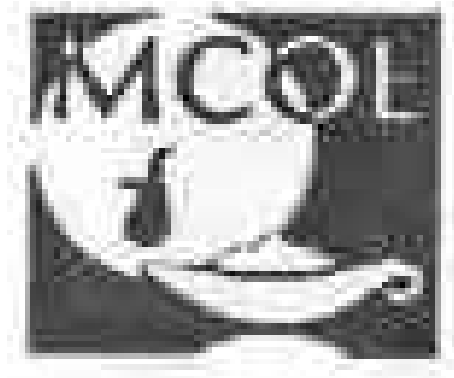


M/PCOE Clear Administrator Induction Credential Program





Why Induction?

- Induction provides the bridge between knowing the research, skills and policies behind effective educational administration and leadership performance in an education community focused on continuous growth and student achievement.
- Rationale:

The structure of having an experienced colleague coaching a novice cannot be undervalued. With defined goals and objectives for the coaching relationship, coaching should be the pivotal structure of the clear administrative services credential

Program Components

- One-on-one leadership coaching by an experienced administrator
- Professional development seminars
- Individual Induction Plan (Formative Assessment)
- Monthly PLC with job alike administrators
- Formative assessment based growth model
- Professional networking



Coaching

- One-on-one leadership coaching by an experienced administrator
 - Minimum 4 years fulltime successful educational leadership experience
- Matched by MCOE with a job alike coach
- Meet with coach two times per month (2 hours each)
 - Job embedded
- Three formal observations per year with feedback

Seminars

- 3 Professional Development Seminars per year
 - 8:00-12:00 Seminar
 - 12:00-1:00 Bring your own lunch induction support meeting as needed

Year 1	Year 2
Resource Management and Safe, Effective Learning Environments (CPSEL 3)	Vision for Learning (CPSEL 1)
School Culture and Staff Professional Growth (CPSEL 2)	Influencing the Larger Context (CPSEL 6)
Students, Families and Communities (CPSEL 4)	Personal Code of Ethics (CPSEL 5)

Differentiation:
All seminars include dialogue groups led by expert administrators. Participants self select which dialogue groups to participate in.

Assessment

- Within first 90 days participants complete an online self-assessment based on the California Professional Standards for Educational Leaders (CPSELs)
- CPSEL Performance Assessments
 - 1 performance task per CPSEL
 - Attend Performance Task Showcase in May each year
- Formative assessment documents
 - Context for Leadership
 - Documentation of Efforts and Accomplishments
- 360 degree feedback assessment (in second year)

Individual Induction Plan

- With assistance from coach, participants create an Individual Induction Plan
 - Areas of strength
 - Areas for growth
 - Focus goal
 - Action plan
 - Plan for coaching support and professional development

Peer Reflection and Support Network

- Monthly meeting with job-alike new administrators
- Facilitated by a veteran administrator
- 90 minutes

Professional Development

- 3 professional development seminars per year (12 hours per year)
- 10 hours self selected PD per year based on Individual Induction plan goals

Participant Commitments

- Meet with coach 2 x per month (40 hours per year total)
- 1 meeting with peer reflection group per month (15 hours per year total)
- 10 hours of self selected PD per year
- Collect portfolio evidence for each CPSEL (one performance task per CPSEL)
- Attend the following over the course of two years:
 - Orientation
 - 6 seminars
 - 2 Performance Task Showcases

Cost

- \$5000/year (3 payments in September, December, and April)
- Personally invoiced, but can ask district or employing agency for assistance/reimbursement

Other Options

- ACSA (Induction Option)
- Brandman University, non-induction option
2 courses, \$1400
(You get what you pay for!)

Contact Info/Questions

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