

Early Completion Option

Senate Bill 57 (Chapter 269, Scott) was signed in 2001 adding Section 44468 to the Education Code relating to teacher credentialing. Education Code Section 44468(a) allows eligible individuals to complete a Commission-approved professional teacher induction program at a faster pace than the full two years generally required. As with completion of the full-length induction program, completion of the Early Completion Option allows individuals the opportunity to earn their Professional Clear Credential.

Teachers who are eligible are those who (1) have had two or more years of successful teaching experience outside of California or in a private school or (2) have earned their Preliminary Credential through participating in program associated with the Learning to Teach Continuum and have two years experience teaching as part of the pre-intern and/or intern programs. Participating in pre-intern and intern programs ensures that candidates have had support in the early years of teaching through coaching and professional development. The needs of these teachers differ from those of a beginning teacher. The Merced Union High School District's Induction Program, therefore, offers the following program adaptation in order to better serve teachers with prior successful teaching experience.

Eligibility Requirements

Candidates who will be considered for the Early Completion option:

- Must have, or have applied for, a current California preliminary credential
- Must be currently teaching in the District
- Must have a letter from current principal indicating one year of mentoring is sufficient support
- Must fall into one of the following descriptors:
 - a. have two or more years of *successful* teaching in a California public school under a pre-intern certificate and/or intern certificate as evidenced by a letter from the intern program or appropriate transcripts, *or*
 - b. have two or more years of *successful* teaching experience as a teacher of record in an accredited (as determined by the Commission) private school as evidenced by a letter from the employing district and verification of accreditation, *or*
 - c. have two or more years of *successful* teaching as a teacher of record in a school in another state or country as evidenced by positive evaluations

[For the purposes of identification, *successful* shall be defined by either (1) rigorous & *exemplary* performance evaluation(s) that label the teacher's overall performance as satisfactory or better, or (2) a letter of recommendation from the evaluating administrator citing the candidate as a successful teacher. *Experienced* shall be defined as two or more years of recent experience as teacher of record in a similar assignment.

Early Completion Requirements

Formative Assessment:

The MUHSD Induction Program requires the completion of an Individual Learning Plan with supporting documents, evidence, growth and application of the CSTP's.

Classroom Practice:

The candidate must demonstrate knowledge and use of the following specific teaching skills as described in the MUHSD Induction Plan *in the classroom*:

- Teaching English Learners
- Meeting the needs of students with disabilities in the regular classroom
- Supporting equity and diversity and access to the core curriculum for all students
- Creating a supportive and healthy environment for students learning
- Using technology to support student learning
- Planning instruction that addresses core academic content standards and employs appropriate subject specific pedagogy

These skills must be documented on the Collaborative Conversation Logs, Lesson Plans, Evidence and Application of pedagogy related to the CSTPs' ..

Procedure for Early Completion

Requests for the Early Completion Option must include, in writing:

1. Evidence to support the candidate's eligibility to participate in the Early Completion Option based on one of the above qualifiers (a-c).
2. Evidence of the candidate's credential status.
3. Evidence of two years or more of recent successful and exemplary experience as a teacher of record in a similar assignment.
4. A letter of application addressed to the Induction Coordinator stating the desire to participate in the Early Completion Option and including a stated commitment to completing all requirements in one year.

Deadline to submit request: September 15

Completion and Recommendation for Credential

Documentation required:

1. Early Completion Option application signed by the Program Coordinator
2. Evidence of completion of Individual Learning Plan and documentation of evidence.

