



Early Completion Option

Santa Barbara County Education Office

Teacher Induction Program



Policy

In accordance with the California Commission on Teacher Credentialing's (CTC) preconditions for all accredited induction programs, TIP offers and advises participants of an Early Completion Option (ECO) for "experienced and exceptional" candidates who have previous successful teaching experiences. Qualified individuals would be eligible to complete an accelerated induction experience and complete the two-year program in a shortened time frame. Interested individuals must apply and provide evidence of their experience and exceptionality. The determination for eligibility is made by the TIP Director and the candidate's school or district representative.

Who qualifies?

Eligible candidates

- have completed a minimum of three years full-time prior teaching experience as the teacher of record in their earned credential area. Experience may include but is not limited to graduates of an Intern Program or teaching out of state.
- have a preliminary credential
- have evidence of exceptional teaching practice
- have support of their current administration to accelerate induction

How do I apply?

Interested candidates should request an application from the TIP Office and submit all components before the published deadlines. The initial application is due September 4, 2020 and the final application (with all supporting documentation) is due December 6, 2020. The application should clearly demonstrate the candidate's experience and excellence in teaching in relation to the California Standards for the Teaching Profession (CSTP). The application will require:

- at least two summative teacher performance evaluations with positive ratings based on the CSTP (must be within the last 3 years)
- evidence of mastery of the CSTPs from the candidate's teaching practice
- a self-recording of the candidate's teaching in their current setting (at least 10-15 minutes of continuous unedited video) demonstrating exceptional practice in the CSTP
- approval from the employing District Superintendent, Site Principal, HR Director, or District Coordinator.

The Teacher Induction Program and the employing district retain the right to request additional evidence that may be necessary to determine a candidate's appropriateness for the ECO. Applicants will be notified of their approval status within ten days of the final application due date and the TIP Program Director will make arrangements to clarify program completion requirements.

What do I do as an ECO candidate?

Once approved, ECO candidates will join the Year 2 cohort mid-year and complete induction in an abbreviated time frame. The ECO candidate must continue to demonstrate that he/she has the knowledge, skills, abilities, and competencies required of all teacher candidates who complete the full-length Induction Program. If the ECO candidate does not complete the program requirements and/or meet program deadlines, the Program Director may revoke the ECO status and the candidate will need to complete a second year of the Induction Program.