

Teacher Induction Program Overview

# Overview

CSI offers schools the opportunity to participate in Colorado Department of Education (CDE) Approved Teacher Induction Program. Successful completion of an approved induction program is required for teachers and specialized service providers to convert a Colorado Initial License to a Professional License. The programs run September through April.

Participating schools develop a plan for professional development and provide school-based mentors to support new teachers. CSI provides online training regarding the Colorado Teacher Standards, opportunity to develop a professional portfolio, and peer engagement aligned to the Quality Standards.

# Outcome

Upon successful completion of the Induction program, participants will receive an Induction Certificate which can be used to apply to CDE for the Professional License. Mentors will receive certificates documenting mentoring hours completed. Mentor Certificates can be used toward license renewal.

# Participating School Requirements

In order to participate in the CSI Induction Programs, schools must commit to the following:

* Develop a plan for providing professional development to induction participants.
* Designate an Induction Coordinator to provide program oversight.
* Verify that participants meet eligibility criteria.
* Select and assign mentors that meet eligibility criteria.
* Verify completion of mentoring hours and school based professional development for participants and recommend candidates for completion.

# Inductee Eligibility Criteria

Candidates meet the following criteria:

* Hold an initial Colorado teacher or specialized service provider license.
* Be currently employed or contracted at a charter school in the area of endorsement.
* Be assigned an approved mentor at the school.

# Mentor Eligibility Criteria

Mentors meet the following criteria:

* Experienced (3 or more years).
* Effective.
* Knowledgeable in content area and/or school’s instructional practices.
* Competent interpersonal skills.
* Willingness to serve as a mentor.
* Commits to 30 contact hours with inductee.

# Program Completion

In order to complete the Teacher or Specialized Services Provider Induction Program, participants must fulfill the following requirements during the 2019-2020 school year:

* Attend school based professional development aligned to the school’s mission, vision and instructional model.
* Participate in and document 30 mentoring hours from the date of acceptance in the program to April 30, 2026, including observing a model classroom and being observed by an approved mentor.
* Demonstrate understanding and implementation of the Colorado Teacher Quality Standards by completing monthly online submissions of work product and reflection that result in an online portfolio.

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|  | **School Coordinators** | **Mentors** | **Inductees** |
| Aug | **Coordinator** **Kick Off**  Aug 5  [8:30](https://us02web.zoom.us/j/89956732010) OR [3:30](https://us02web.zoom.us/meeting/register/-qN-kj4-Qa-fbHupnn8NGw) Passcode 111  [PD Plan & Roster](https://docs.google.com/forms/d/e/1FAIpQLScIdXKB-zUdnjvi0BlRlMZntd-Ec6MhUQCe9uPoUPvSWO56zQ/viewform?usp=header) Aug 8th | **Mentors Kick Off**  Aug 14, 4:00 pm  [Register in advance](https://us02web.zoom.us/meeting/register/iRXzPKw6R5mdVJZi2KuRTg) | **Inductees Kick Off**  Aug 14. 3:30 pm  [Register in advance](https://us02web.zoom.us/meeting/register/FIP-1dykT-WA9rJ3kH08NQ) |
| Sep |  | Review mentees Self-Reflection | Colorado Teacher Quality Standards  & State Model Evaluation System  Check for Understanding/Self-Evaluation |
| Oct |  | Oct 1 3:30Gathering | Classroom Mgt & Family Communication |
| Nov | Nov 10 Last day to enroll |  | Curriculum |
| Dec | Review progress email  Check In as needed | Celebrate successes | Instructional Strategies  Observe a Model Classroom due |
| Jan |  |  | Assessment & Data |
| Feb |  | Feb 4 3:30 Gathering | Diverse Learners |
| Mar |  |  | Teaming & Leadership |
| Apr | Progress Update email sent to you! | Apr 22, 3:30  Mentor Gathering | Reflection on practice & final self-evaluation  Final opportunity to submit observations |
| May | May 6th Verification Form Due | Goals for next year | Mentor Log into your school coordinator Feedback survey |

* Receive a recommendation for induction from the school’s Induction Coordinator at the completion of the program.