

Early Completion Option Criteria

Application deadline: September 15

Early Completion Option For Experienced and Exceptional Candidates (From Out-of-State Schools, Private Schools, or Intern Graduates)

Education Code Section 44468(e) allows eligible individuals to complete a Commission-approved professional teacher induction program at a faster pace than the full two years generally required to complete all the requirements of professional teacher induction. A Candidate is expected to complete the program requirements in the Early Completion Option within a ten month period. For completion, the Candidate must demonstrate that he or she has the knowledge, skills, abilities, and competencies required of all teacher candidates who complete the full-length Induction Program. 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.

Eligibility as an Early Completion Candidate in a Teacher Induction Program

The following criteria are aligned with the legislative intent of SB 57 to serve experienced and exceptional candidates. To be eligible, candidates must hold a preliminary credential and be employed in a California public school. In addition candidates must meet the following minimum requirements in both experience and exceptional areas:

Experience Criteria

- Educational leadership roles in the past three years

And in addition:

- Three or more years of recent, successful experience as teacher of record in a similar assignment

and/or

- Graduate of an Intern Program
- Formal review using IUSD Evaluation
- Principal recommendation

Exceptional Criteria

- Submission of a vigorous performance evaluation from previous assignment
- Based on classroom observation conducted by the Induction Program Leadership Team, the teacher demonstrates at the highest level of the California Standards for the Teaching Profession

Process

- All candidates will be informed of the Early Completion Option criteria.
- Candidates who are eligible for the Early Completion Option will complete an application and submit it to the Program Coordinator or designee.
- A classroom observation will be conducted by an Induction Program Leadership Team composed of a Support Provider, Advisory Council member and/or Program Coordinator. The observation will focus on all CSTP, with an emphasis Standard 2.

Early Completion Option Criteria

- It is the responsibility of the Candidate, Support Provider and Program Coordinator to create a documented plan for the Candidate. Consistent with the *Standards of Quality and Effectiveness for Professional Teacher Induction Programs*, the Candidate must be fully apprised of that plan which includes:
 - Expectations and timelines for early completion
 - Plan for an explicit period review of the candidate
 - Outline of requirement for the Candidate enrolled in the Early Completion Option
 - Provisions will be provided for the candidate to be removed from the ECO and placed in the regular Induction Program in the event that he/she fails to demonstrate the expected skills
- The application plan will be submitted to the Advisory Council for approval based on criteria listed above.

Early Completion Option provides:

- Directed study
- All components of the regular Induction program at an accelerated pace
- Differentiated experiences and use of time
- 1%-2% of participants in program
- An enriched experience

Early Completion Option is NOT:

- Independent study
- A subset of the induction program
- A way to rush through the program
- Necessary for mid-year hires