



Beginning Teacher Support and Assessment (BTSA) Induction Orientation Update

**Board Presentation
March 31, 2009**

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Beginning Teacher Support and Assessment

- A two-year induction program created and funded by the California State Legislature to support new teachers
- Partnership with Mountain-View Los Altos Union High School District since 1999
- Induction Standards updated in 2008
- Program re-written in 2009

Beginning Teacher Support and Assessment

- Designed to clear preliminary credentials
- Early Completion Option is a one-year program available to those who qualify
- For those who don't need BTSA Induction to clear their credentials, program participation supports successful entry into the teaching profession

Induction Model

Medical Profession

Teaching Profession

- College Degree
- Medical School
 - Issued a Medical License
- 1-7 years Internship/
Residency Programs
 - Board Certified Physician
- Practicing Professional

- College Degree
- Pre-Service Credential
Program
 - Issued a Preliminary Credential
- 2 year Induction Program (BTSA)
 - Awarded a Professional
Credential
- Practicing Professional

Coach Roles

- **Guides** Participating Teachers through the **induction** process and program **completion**
- Meets with the Participating Teachers for support and **reflection**
- **Supports** Participating Teachers in meeting Induction Standards 5 and 6

Participating Teacher Roles

- Schedules meetings and works collaboratively with the Coach
- Reflects on practice
- Attends two professional development sessions based on determined need
- Completes a BTSA Induction Portfolio

Changes to the BTSA Induction Program Standards

- Areas of focus below remain the same but are now embedded in the program:
Technology, Equity, Health, English Learners, Special Populations, California Content and Performance Standards
- Former BTSA Induction Standards 16-20:
Specific elements for advanced content and demonstration of knowledge and skills in areas of focus above.
- New BTSA Induction Standards 5 and 6:
The knowledge and skills of the elements in the areas of focus above are now consolidated into these two standards.
- Coursework and Workshops:
 - The program no longer requires particular courses and workshops.
 - Two workshops are required yearly based on Participating Teacher needs.

Induction Program Outcomes

- Each year Participating Teachers complete
 - Class profile
 - Three observation cycles
 - Three way conference: Coach/PT/Principal
 - Analysis of student work (once)
 - Learning from Two Students
 - Professional Learning Map
- Receives support in the tenure process

Induction Program Outcomes

- Each year Participating Teachers
 - Attend two professional development sessions based on need
 - Submit BTSA Portfolio
 - Participate effectively in a community of learners
- Once requirements are completed, Participating Teachers are recommended for their clear credential

Participating Teacher Survey Data: February 2009

- Meeting with my Coach influences my practice a great deal or quite a bit: 81.8%
- My Coach and I set goals that are meaningful 95.7%
- My Coach helps me differentiate instruction to meet the needs of diverse learners: 97.9%
- My Coach helps me in working with students with special needs: 95.7%

Request to Join BTSA Consortium

- Los Gatos-Saratoga Union High School District (LG-SUHSD) has asked to join our Consortium
- Memorandum of Understanding was developed to define the roles and responsibilities for each District
- Additional funding from this partnership will enhance the Consortium

Proposed PAUSD BTSA Consortium

- **Steering Committee:**

Becki Cohn-Vargas (Director), Meg Williams (Coordinator), Jen Abrams (Trainer) , MV-LAUHSD Assistant Superintendent Steve Hope, MVLA Coach Carmen Gomez. **LG-SUHSD Assistant Superintendent Bob Mistele** and new **LG-SUHSD Coach** will join

- **Support:** Bina Tethong