

Boulder Valley School District

INDUCTION PROGRAM OVERVIEW

The Educator Licensure Act (HB 91-1005) passed by the Colorado Legislature in 1991 requires all school districts to design and implement an Induction Program for teachers, special service providers, principals and administrators holding Initial Licenses.

Boulder Valley Public Schools established a task force of teachers and administrators with the primary charge of developing an induction program in compliance with the Educator Licensing Act. The BVSD Division of Human Resources Department and school principals, are responsible for providing and monitoring the Induction Program.

Boulder Valley School District believes that the achievement of its mission is dependent, to a large extent, upon the quality of the professional staff. Therefore, it is important to select and develop the most qualified teachers, special service providers, principals and administrators. Providing meaningful induction experiences will generate and sustain the high quality performance levels necessary for these individuals to be successful within the Boulder Valley Public Schools.

The goals of the Boulder Valley Public School District Induction Program are:

- By the end of the year, new educators will demonstrate an understanding of the organizational structure of Boulder Valley School District and how to access resources as measured by the data gathering and needs assessment, the final Induction Program reflective evaluation and seminar leader feedback.
- By the end of the year, new educators will be able to explain the concept and apply the principles of cultural responsiveness as measured by conversations with their mentors, self-reflection, classroom artifacts (i.e., classroom environment, student materials, student grouping, classroom observations, lesson design and instruction, student activities and assessments).
- By the end of the year, new educators will demonstrate increased competency in their professional practice as measured by the *Boulder Valley School District Educator Effectiveness*

Through an integral mentor relationship, the Induction Program equips Initial License holders with instructional skills, classroom management strategies, knowledge of standards and curriculum, ability to meet the needs of diverse learners, relationships with parents, community and colleagues, and an understanding of the working culture of the Boulder Valley School District. Initial License holders are provided opportunities to learn district policies and perspectives in a series of study-group seminars, as well as partnering with mentors in

separate professional development activities to assist them in the role of coach, advocate, teacher and guide.

The Induction Program begins in August of each year and is usually completed within the same school year. Initial License holders who provide documentation of successful completion of an approved Induction Program sponsored by a Colorado school district will be exempted from the Boulder Valley School District Induction Program.