

Boulder Valley School District

INDUCTION PROGRAM FAQ'S

What is Induction?

Induction is a district program mandated by the state of Colorado which is required of all educators with an Initial License, including teachers, special service providers, principals, and administrators. Completion of an approved Induction Program allows educators with an Initial License to move to a Professional License.

What is required of educators with an Initial License?

All educators with an Initial License who have not completed an Induction Program in another Colorado school district are required to participate in the BVSD Induction Program, preferably during their first year of employment. The BVSD Induction Program requires one school year to complete.

What are the components of the Induction Program?

- Work with an experienced mentor
- Set professional educator goals
- Complete activities toward meeting selected goals
- Attend district induction seminars
- Submit required paperwork: goals, mid-term progress report, professional growth reflective essay, log of contact hours with a mentor, and final progress checklist
- Have a final conference with your administrator and your mentor to review induction progress and receive recommendation for a Professional License

How is a mentor assigned?

Mentors are veteran teachers in the Boulder Valley School District. There are two ways in which a mentor is assigned to an inductee:

- A mentor will be assigned from the district Induction Team
- If necessary, a peer mentor will be assigned by the Induction Team in collaboration with the building principal or district department

What is the mentor's role in Induction?

The mentor is the key to the success of the Induction Program. The mentor must spend a minimum of twenty-five hours, before and/or after school, with the inductee. The mentor is a coach, guide, advocate, and role model for the inductee.

What is the evaluating administrator's role in Induction?

If an educator with an Initial License is not assigned a district mentor, then the evaluating administrator will work with Induction Services in assigning a mentor for that individual in his/her building. The admin supports the program by assisting inductees in developing their goals, as well as encouraging participants to meet requirement deadlines and attend the district Induction Program seminars. The evaluating administrator is also responsible for attending a conference after the evaluation is completed. At this meeting, the inductee and their mentor will share documentation verifying the completion of the Induction program. The administrator must sign the final checklist which documents successful completion of the program.

What happens after successful completion of the Induction Program?

Each inductee who successfully completes the BVSD Induction Program will be issued a Certificate of Recommendation for Professional License. The certificate should be downloaded from Avitar and submitted with the application to the Colorado Department of Education (CDE) for a Professional License. Each applicant should keep a copy of all paperwork for their files. A 1.0 salary credit will also be granted to those who successfully complete the program.

If you have any questions about the Induction Program, please contact the Induction Services Office at 720-561-5432.