

Tri-Valley Teacher Induction Program

Background

The Tri-Valley Teacher Induction Program (TVTIP), with Pleasanton as the Lead Agency and program sponsor, became a State-funded district Local Educational Agency (LEA) Consortium Induction Program in 2003. The development of the Consortium was a collaborative effort of more than seventy-five key stakeholders including teachers, administrators, bargaining unit representatives, and District Office personnel from Livermore, Dublin, and Pleasanton. In 2007, Castro Valley Unified joined the Consortium. With the full implementation of the Local Control Funding Formula (LCFF) in 2019-20, a change in funding was implemented by the lead agency which prompted a consortium change.

After the deterioration of the long-standing partnership with Pleasanton in 2019, a Task Force was created to explore induction structures and decide which one would be best for Livermore. After careful consideration, in February 2020, the Task Force decided that the Livermore Valley Joint Unified School District (LVJUSD) would pursue its own accreditation. With other neighboring districts still interested in a partnership, it was jointly determined that LVJUSD would serve as the lead agency/program sponsor for the Tri-Valley Consortium, made up of Livermore, Castro Valley, and Dublin Unified School Districts.

On August 18, 2020 the LVJUSD Board of Education passed Resolution No. 003-20/21 to enter into an agreement with the Commission on Teacher Credentialing (CTC) to begin the process of creating our own accredited Teacher Induction Program. The accreditation process can take up to two years. During the initial institutional approval process, San Ramon Unified School District has been serving as our program sponsor and will continue in this capacity until we are fully accredited.

Status

During this initial institutional approval process, TVTIP has continued to serve the new teachers in our consortium with high-quality, job embedded professional development through 1:1 coaching. The strength of our TVTIP program, with our fully released coaching model, allows our teachers to continuously engage in job-embedded professional learning that addresses all aspects of the California Standards for the Teaching Profession (CSTPs). Candidates receive continuous just in time support and long-term guidance. Teacher candidates engage with their coach an average of one hour per week; this includes a combination of observations and meetings. Coaches address any issues and challenges teachers face within the context of their own classroom and are able to immediately guide teachers in creating action plans. Our coaches frequently observe candidates demonstrating their knowledge and skills necessary to effectively educate and support all students in meeting State-adopted academic standards. Timely, personalized, and specific feedback is naturally built into the design of our program which leads to continuous improvement as our teachers move towards mastery of these knowledge and skills.

TVTIP prepares our teachers by ensuring all coaches are continuously enriching their own knowledge and skills. TVTIP trains our coaches through bimonthly forums. These forums not only support the retention of our coaches, but also support mentoring excellence. The forums support professional learning in a variety of areas, including but not limited to, induction processes, instructional tools, brain research, equity, coaching, wellness and self-care. When our coaches learn about the induction Formative Assessment Processes, we take them through a parallel process that matches the

teachers' journey through those processes (Understanding Students and the Learning Context, Developing & Reflection on Professional Goals, and Advancing Teaching and Learning Through Inquiry). During coach forums resources are provided, tools (specific processes/reflections, types of data) are shared, and coaches reflect on past successes as well as challenges. In partners or small groups, each coach identifies next steps for their teachers. As an added benefit, facilitators design the learning to simultaneously demonstrate effective instructional strategies that coaches are able to experience as learners. By the end of these learning sessions, coaches have gained information to facilitate the Formative Assessment Processes as well as to share new instructional strategies with their teachers.

This professional learning structure not only supports mentoring excellence and the retention of our coaches, but also retention of our new teachers. This is evidenced by coach retention throughout the years, as 75% of our coaches have over six years of Induction coaching experience. Equally important is the retention rate of our new teachers. Over the past five years approximately 80% of our new teachers have remained with LVJUSD.

Next Steps

After the passage of LVJUSD'S Resolution No. 003-20/21 the Tri-Valley Teacher Induction Program's (TVTIP) Leadership Team, headed by Leslie Williams, began the 5 Stage Initial Institutional Approval Process under the guidance of the TVTIP Advisory Committee. The Leadership Team has submitted more than 40 pages of narrative, along with 225 pieces of supporting evidence for the first three stages of this process.

On May 4, 2021 we were notified by the CTC that all of our submissions for Stage 3 are in alignment. We are scheduled to appear before the Commission on August 5, 2021 for official institutional approval. After the Commission votes to accept our Stage 3, LVJUSD will be an approved program sponsor for a teacher preparation program, in this case, an induction program.

Moving forward we will be working on Stage 4: Induction Program Standards. In this stage, we will write to the State for the approval of our specific induction program and its structure. Our goal is to complete Stage 4 and submit the documentation immediately following the August 5th meeting. We hope to appear before the Committee on Teacher Credentialing in October 2021. Once the Committee has approved Stage 4, the LVJUSD Tri-Valley Teacher Induction Program will have initial/provisional program approval, and will no longer need to operate under the umbrella of the San Ramon Valley Unified accredited program. The Induction Program will run under provisional status for 2-3 years before full program approval is granted in Stage 5.

We would like to thank the Board for its continued support of our Induction Program and the work we do to support new teachers and their students.