

**Kings County Office of Education
New Educator Support Services
New Teacher Induction (NTI) Program
AGREEMENT**

A. General

In accord with recent state statutory changes, the Federal Reauthorization of Every Student Succeeds Act, as well as California's other current educational reform efforts, it is the goal of the Kings County Office of Education (KCOE) to coordinate and provide high quality New Educator Support Services to our local districts and educators in effort to improve educational practice and support retention of new teachers within the county. As a part of our New Educator Support Services program offerings, KCOE will provide a New Teacher Induction (NTI) program that will replace what was previously our countywide "Beginning Teacher Support and Assessment (BTSA) Consortium". The Kings County NTI program will provide thoughtful, research-based, locally personalized professional development, collaboration, mentorship and other supports to participating districts' new and beginning teachers, while continuing to evolve the program in alignment with teacher induction requirement and guideline changes as determined by the California Department of Education (CDE) and the California Commission on Teacher Credentialing (CCTC).

B. Parameters

This Agreement is entered between the Kings County Office of Education (hereafter, "KCOE"), and Lemoore Union High School District (hereafter, "the DISTRICT") to implement the New Teacher Induction (NTI) program.

The effective dates for this Agreement are July 1, 2018 through June 30, 2019.

Contract and monitoring responsibilities for the Agreement rest with KCOE. If modifications are necessary during the duration of this Agreement, they will be added to this document by mutual agreement of both parties.

C. Purpose

The purpose of this Agreement is to establish a formal working relationship between the parties to this agreement and to set forth the operative conditions which will govern participation in the NTI program. KCOE and the DISTRICT agree to form a partnership in providing and coordinating services as part of the Kings County New Teacher Induction program (NTI) as outlined in this Agreement.

D. Responsibilities

KCOE agrees to:

- a. Employ staff adequate to coordinate and implement the NTI program, including a designated Coordinator/Director with primary program responsibilities and to perform lead services, and support staff to provide for the clerical and support needs of the program.
- b. Provide work space for NTI staff, meeting space and supplies for program activities.

- c. Establish and maintain accurate records and reports required by the program; maintain a confidential file, as necessary and required by the program, to store information on "Candidates" involving individual progress through the program in accord with all applicable data privacy and records retention laws and policies.
- d. Maintain a high quality CCTC and CDE approved Teacher Induction Program, aligned to CSTPs and best practices, including accreditation, as applicable.
- e. Supply to the California Commission on Teacher Credentialing (CCTC) and the California Department of Education (CDE) reports and other information as requested on all matters related to program requirements and activities.
- f. Coordinate and convene the "Advisory Committee", and develop other administrative processes as required by the CCTC and/or CDE.
- g. Provide "Candidates" appropriate professional development opportunities designed to support them in meeting their Induction requirements for earning a professional clear credential.

The DISTRICT agrees to:

- a. Appoint a district coordinator who will facilitate district general responsibilities as described herein and act as the Kings County NTI "Advisory Committee" member.
- b. Keep informed about activities and requirements of the Kings County NTI program by reviewing written materials such as the handbook and communication with KCOE's NTI staff as necessary, disbursing and coordinating with applicable District staff as needed.
- c. Notify each eligible teacher of his/her responsibility to enter a professional Teacher Induction program at the point-of-hire. Identify and recommend eligible new teachers to participate in the Kings County NTI Program according to the program standards as defined by California Commission on Teacher Credentialing (CTC) mandates.
- d. Select and provide veteran teachers (minimum of 3 years effective teaching experience) to serve as "Mentors" to "Candidates". Qualifications for mentors must include but are not limited to:
 - Knowledge of the context and the content area of the candidate's teaching assignment
 - Demonstrated commitment to professional learning and collaboration
 - Possession of a Clear Teaching Credential
 - Ability, willingness and flexibility to meet candidate needs for support, which includes mentoring as specified in the KCOE New Teacher Induction Handbook
 - Understand and adhere to the importance of confidentiality between mentor and candidate
- e. Appropriately match "Candidates" with "Mentors", preferably at the same site, subject matter/grade level taught, and relevant experience.
- f. Appropriately match "Candidates" with "Mentors" with like credentials.
- g. Ensure "Candidates" and/or "Mentors" attend scheduled NTI trainings as well as provide the necessary release time required to support the design of the program, including time to meet with their "Mentors" and to observe/visit exemplary teachers in their classrooms as required by the program.
- h. Assume financial responsibility for substitute costs for "Candidates" and "Mentors" to attend professional development and trainings

- i. Understand that the Individualized Learning Plan (ILP) is designed and implemented solely for the professional growth and development of the new teacher candidate and not for evaluation for employment purposes.
- j. Provide Professional Learning specific to "Candidate" needs based on their NTI Individualized Learning Plan.
- k. Ensure all District and Site administrative staff will respect the confidentiality between the "Mentor" and the "Candidate". NTI program activities, support, and assessment will not be considered in District teacher evaluation, merit pay, salary increases, promotions, or sanctions.
- l. Ensure that Site Administrator will:
 - Provide opportunities for the "Mentor" and the "Candidate" to meet in a private place to interact;
 - Provide site orientation activities for all "Candidates" designed to inform them of site resources, personnel, procedures, policies, and other appropriate information;
 - Understand and agree that the activities of the Kings County NTI program can play no part in the formal evaluation process of any "Candidate".
- m. Participate in formal and informal evaluations of the Kings County NTI program via surveys.
- n. Submit payment of \$4000.00 per "Candidate" to KCOE for 2018-2019. (Fee for Service/Cost Recovery Model: fee structure for subsequent years can vary annually dependent upon enrollment of "Candidates".) Fee for Early Completion Option is \$5000.00.
- o. Assume full financial responsibility for any "Mentor" stipends or service payments as determined by the District.

E. Other Conditions

Any and all products developed by the Kings County NTI Program are the exclusive property of the Kings County Office of Education (KCOE). School districts, their employees, staff, and subcontractors shall not have the right to disseminate, market, or otherwise use the products without the expressed written permission of KCOE.

F. Program Participation

- Lemoore Union High School District** is withdrawing from KCOE's NTI program for the 2018-2019 academic school year.
- Lemoore Union High School District** will remain part of KCOE's NTI program for the 2018-2019 academic school year.

KINGS COUNTY SUPERINTENDENT OF SCHOOLS:

By: _____
Signature of Authorized Official
Kings County Superintendent of Schools

Name: Tim Bowers

Title: County Superintendent of Schools

Date: _____

LEMOORE UNION HIGH SCHOOL DISTRICT:

By: _____
Signature of Authorized District Official
School District

Name: _____

Title: _____

Date: _____

