

## 2016-2017 Teacher Support and Development Programs

The programs designed and delivered by the Teacher Support and Development Branch (TSAD) support the growth and development of teachers within the Los Angeles Unified School District. These programs offer opportunities for focused professional learning, instructional guidance and support as well as opportunities to complete coursework which may lead to a recommendation to the California Commission on Teacher Credentialing for a teaching credential. Additionally, these programs provide access to content that aligns with LAUSD policies, procedures and initiatives. The following is a list of the programs available for 2016-17.

### Onboarding

#### **New Teacher Orientation (NTO)**

The NTO is a 30 hour orientation for alternatively certified general education and special education teachers in shortage fields who do not yet hold a preliminary credential. The orientation content includes classroom management, lesson planning, supporting EL learners and students with special needs, District initiatives, policies, compliance and classroom observations. Participants completing the training earn one salary point. As a condition of their employment, all teachers must attend the NTO prior to the start of their teaching assignment. This training is mandated by the UTLA-District Collective Bargaining Agreement.

#### **Substitute Training**

The 16 hour Substitute training supports new substitute teachers working in both general education and special education settings. The training content includes classroom management, effective teaching strategies, supporting EL learners and students with special needs, and District initiatives, policies and compliance. This training is mandated by the Modified Consent Decree.

#### **Summer Institute for New Teachers**

Newly hired Teachers are eligible to attend the LAUSD Summer Institute for New Teachers. Workshops are offered to provide information about LAUSD as well as specific break-out sessions designed to support the success of individuals new to teaching. The institute provides an opportunity for teachers to receive direction and guidance in setting up their classrooms in addition to learning about LAUSD policy and initiatives. The Teacher Quality Specialist Unit sponsors this onboarding opportunity for teachers new to LAUSD.

#### **Teach for America (TFA) and California Stem Initiative for Innovation and Improvement (CSI)**

The sixteen-hour training provides an orientation to TFA and CSI teachers new to LAUSD. The two day orientation includes District initiatives, supporting EL learners and students with special needs, Lesbian, Gay, Bisexual, and Transgender(LGBT), District policies and compliance, and the Teaching and Learning Framework.

### Certification Programs

#### **Beginning Teacher Growth and Development Induction Program (BTGDI)**

BTGDI program supports the growth and development of general education, Multiple Subject or Single Subject preliminary credentialed teachers through a full release mentor model while simultaneously fulfilling Commission on Teacher Credentialing (CTC) guidelines for obtaining a clear credential. Full release “**BTGDI mentors**” provide intensive and individualized support that is aligned with current District initiatives and goals leading towards accelerating new teacher practice.

#### **Clear Education Specialist Induction Program (CESIP) and District Intern Induction Program (DIIP)**

CESIP supports special education teachers who are enrolled to obtain their clear education specialist credential. The LAUSD CESIP program is a tuition free CTC accredited program. Per the Commission on Teacher Credentialing (CTC) guidelines, each participating teacher is provided a “**CESIP Mentor**”. The mentor supports the participating teacher through reflective conversations that lead to development of effective practices that increase student understanding and success. Each teacher is matched with a like-credentialed mentor.

DIIP supports general education teachers who have completed their preliminary credential through the District Intern Program. Teachers are enrolled to obtain their clear general education credential through LAUSD’s free and accredited credentialing program. Per the Commission on Teacher Credentialing (CTC) guidelines, each participating teacher is provided a “**DIIP Mentor**”. Each teacher is matched with a like-credentialed mentor. The mentor supports the participating teacher through reflective conversations that lead to development of effective practices that increase student understanding and success.

# Human Resources Division

TEACHER DEVELOPMENT AND SUPPORT BRANCH

## **District Intern Program**

District Intern Program supports special education and general education (multiple subject or single subject) teachers/Interns who are obtaining their preliminary credential through coursework and specific monitored clinical practice. Per the Commission on Teacher Credentialing (CTC) guidelines, each intern is provided a “**DI mentor**”. Each Intern is match with a like-credentialed mentor. The mentor supports the new Intern through reflective conversations that lead to development of effective practices that increase student understanding and success.

## **District Intern Added Authorizations and Added Specialty Areas**

The District Intern Program provides added authorizations for Early Childhood Special Education and for Autism Spectrum Disorder. Teachers qualifying for these programs may participate in the tuition free added authorization. Through coursework and for Early Childhood Special Education, field experience, teachers may add the specialization to their education specialist credential. The impact of these programs allows the District to ensure that all teachers are properly credentialed for the students they service. In addition the District Intern program provides an opportunity for teachers to obtain an added specialty area (mild to moderate or moderate to severe) for their Education Specialist Credential. This program allows schools more matrix flexibility, decreases miss-assignment challenges and increases the ability to meet students’ needs.

## **The Support Network**

The Support Network provides an opportunity for teachers who aspire to become National Board Certified to enter the process. Support cohorts are established which assist candidates in successfully completing the certification process. The Support Network is a collaborative effort between LAUSD and UTLA. It is important to note that LAUSD has had the greatest number of newly certified NBCTs for the last three years-more than any other single district within the US.

## **Mentoring /Support for Teachers**

### **Teacher Quality Specialist Program**

Teacher Quality Specialists coordinate the retention support plan of all new teachers for LAUSD and continue to monitor the transition and development of effective new teachers within each Local District. Teacher Quality Specialists develop and implement strategies to retain teachers for every local district.

### **Provisional Permit Program Teachers**

Provisional Permit teachers have received assignments in high need areas such as special education and high level math and science. Most often, they are entering teaching as a second career. Assistance and support is provided by NBC Mentors. The goal is to enhance the success of Provisional Permit Teachers while the provisional seeks to complete exam requirements to formerly enter the profession.

### **University Intern Teachers**

University Intern teachers are enrolled in a Commission approved college or university program. They have been assigned to teach in shortage subject fields. The program is designed to provide participants with classroom experiences while they complete their remaining course work requirements for their preliminary credential.

### **District Intern Teachers**

The District Intern program provides opportunities for teachers to earn a recommendation for a California credential. The program assigns mentors to support the process. Mentors provide assistance with classroom management, student engagement strategies and other important support to enhance teacher growth and development.

### **Beginning Teacher Growth and Development Induction Program**

Teachers who hold a preliminary credential and are enrolled in the LAUSD Induction program are supported by full release mentors. The mentor provides ongoing support, feedback and assistance. Teachers who successfully complete the program receive a recommendation for their clear credential.

## Teacher Leadership Programs

### National Board Certified Teacher Program

National Board Certified Teachers (NBCTs) take on a variety of leadership roles within the Los Angeles Unified School District. NBCTs serve as professional development session leaders, provide mentoring and coaching support to new teachers plus a wide range of other value added activities. Many school locations receive assistance and support from NBCTs as part of their Educator Development and Support: Teachers (EDST) Program. NBCTs play a key role in helping teachers to prepare and complete several components of the EDST process.

### Rookies of the Year

The Teacher Quality Specialist team celebrates the successes of LAUSD's newest teachers through the *Rookie of the Year* program. Principals' nominate teachers and the Teacher Quality Specialists observe each nominee in action, and oversee the selection process. Rookies of the Year are honored at their school sites, a special Dodger Game presentation, and before the Board of Education, and all events are coordinated by the TQS team.

### Teachers of the Year

Teacher Quality Specialists coordinate the honoring of some of LAUSD's finest educators through the *Teacher of the Year* program. The TQS team solicits and manages nominations, guides nominees through the application process, coordinates the vetting and selection process, and organizes the celebration luncheon and other events.

### Salary Point Credit Classes

LAUSD provides opportunities for teachers to engage in professional learning and growth opportunities. Teachers may earn salary point credit. The content of the workshop may be used to enhance their skills and knowledge as well as earn salary points which are similar to accruing unit credit.

### Teacher Leadership and Learning Conference

The Teacher Leadership and Learning Conference series provides opportunities for NBC teachers to serve as teacher leaders and conduct seminars and workshops designed to augment the professional practice of classroom teachers. Session topics are aligned with district initiatives and priorities.

## Professional Development Opportunities

### District Intern Program

The District Intern program provides professional development RICA prep sessions at various times during the year. The sessions are tuition free and are open to any teacher who is preparing for the RICA. In addition, each week, IEP work sessions are available for any LAUSD teacher wishing to have support. Contact [DistrictInternProgram@lausd.net](mailto:DistrictInternProgram@lausd.net) for additional information.

### Teacher Leadership and Learning Conference

The Teacher Leadership and Learning Conference series is held on a monthly basis and has been designed to support the growth and development of new teachers. The format provides opportunities for new teachers to attend with their mentor. This allows the mentor to provide ongoing support and assistance in the implementation of research based instructional strategies designed to promote student achievement. Teachers are also able to earn salary point credit for their attendance.

### Tailored Special Education Training

The Tailored Special Education is an intensive 30-hour training designed to support special education teachers with a status code of V1, B1, B2, Q1 or Q2. This one-week training is offered three to four times per year based on District needs. The training content includes positive behavior support, IEP preparation, autism spectrum disorder, psychological services, collaborative teaching, LGBT and compliance, child abuse and anti-bullying training and making core curriculum comprehensible to ELs. Substitute coverage is provided through the Division of Special Education for teachers attending while on track. The training is mandated by the Modified Consent Decree.

# Human Resources Division

TEACHER DEVELOPMENT AND SUPPORT BRANCH

## Subject Matter Preparation (SMP)

The SMP sixteen to twenty-hour test preparation classes support teachers for successful passage of the CSET Math and or Multiple Subject exams. The classes are offered three to four times per year based on District needs and are focused on the California Content Standards and Common Core. District and out of District participants pay a fee for attendance, however, District participants will receive reimbursement of fees along with a test voucher once they provide the District with verification they have taken the exam.

## Career Ladder's Supporting Teacher Education Preparation and Undergraduate Program (STEP UP)

STEP UP provides para professionals and teaching assistants with professional development, mentoring, tuition reimbursement, a textbook stipend, and vouchers or reimbursement for test preparation and tests required for teacher credentialing. Currently there are 261 members in the Special Education Cohort and 46 members in the Multilingual and Multicultural cohort. Since July 1, 2016, 61 Special Education STEP UP members have transitioned and are now serving students with special needs as their classroom teachers. STEP UP has developed and fostered strong partnerships with the District Intern Program, California State University, Dominguez Hills, California State University, Los Angeles, California State University, Northridge and UCLA Extension.

## Monthly Meetings for New Teachers

Teacher Quality Specialist plan and host monthly meetings for new teachers. These professional development sessions are organized by local district. They are designed to meet the needs and interests of teachers within each geographic region. Topics range from best practices for classroom management, to strategies that promote social and emotional well-being. A bi-monthly series is also offered in collaboration with the Division of Special Education for new Special Education Teachers.

