

# New Sample BOCES Policy

File: GCHC\*

*NOTE: If the BOCES operates an induction program for teachers, special services professionals, principals and/or administrators, the BOCES is required by law to adopt a policy on this subject and the law contains some specific direction as to the content or language. This sample contains the content/language that CASB believes best meets the intent of the law. However, the BOCES should consult with its own legal counsel to determine appropriate language that meets local circumstances and needs.*

## **Professional Staff Induction Program**

In accordance with law, the BOCES shall provide an induction program for the continuing professional development of teachers, specialized service professionals, principals and administrators with initial licenses just entering the profession.

The purpose of the induction program under the educator licensing law shall be to promote purposeful learning by inductees rather than learning about teaching through trial and error.

The induction program shall provide for supervision by mentors and ongoing professional development and training, including ethics and performance evaluations in accordance with the BOCES's or applicable school district's performance evaluation system.

Through the induction program, inductees shall be provided information about Colorado's academic standards, professional educator standards, and educator roles and responsibilities.

It is recognized that the content and experience needed by an inductee will vary, based on each individual's previous experiences prior to receiving an initial license.

The BOCES shall establish criteria to evaluate an inductee who has successfully completed the program. Among the important criteria shall be completion of activities listed in the inductee's professional growth plan, evidence in the inductee's portfolio of meeting or exceeding the professional educator standards, satisfactory summative evaluation by the supervisor and recommendations by the mentor and supervisor.

The [appropriate administrator] shall make a recommendation to the BOCES executive director regarding the completion of the induction program. The BOCES executive director shall be responsible for recommending the inductee to the state for a professional license.

Nothing in this policy nor in the induction program itself shall be construed to imply in any manner the establishment of any property rights or expectancy or entitlement to continued employment. A favorable recommendation that an inductee receive a professional teaching license at the conclusion of the induction program is a decision

separate and distinct from any decision about the inductee's employment in the BOCES or applicable district.

BOCES personnel shall establish a process to evaluate the BOCES's induction program.

(Adoption date)

LEGAL REFS.: C.R.S. 22-60.5-102 (7) (*definition of "approved induction program"*)  
C.R.S. 22-60.5-114 (2) (*waiver of induction program requirement*)  
C.R.S. 22-60.5-201 (1)(c)(I)(B) (*teacher license through approved induction program*)  
C.R.S. 22-60.5-204 (*teachers*)  
C.R.S. 22-60.5-210 (1)(b)(I)(B) (*special services license through approved induction program*)  
C.R.S. 22-60.5-213 (*special services providers*)  
C.R.S. 22-60.5-301 (1)(b)(I)(C) (*principal license through approved induction program*)  
C.R.S. 22-60.5-304 (*principals*)  
C.R.S. 22-60.5-306 (1)(b)(I)(C) (*administrator license through approved induction program*)  
C.R.S. 22-60.5-309 (*administrators*)  
1 CCR 301-37, Rules 2260.5-R-13.00 and 2260.5-R-14.00 (*approved induction programs – criteria and review*)

CROSS REF.: GCHA/GCHB, Mentor Teachers/Administrators

*NOTE: By law, all initial license holders (teachers, specialized service professionals, principals and administrators) are required to complete an approved induction program prior to professional licensure. BOCES may develop their own induction program or work in cooperation with other districts, BOCES or institutions of higher education. The program must be approved by the State Board of Education.*