

## ARTICLE 12

### Teacher Induction and Support Program

- 12.1 There shall be a teacher induction and peer support program referred to as the Teacher Induction and Support Program (TISP). The focus of the TISP shall be supporting beginning and permanent teachers in their professional practice. The TISP shall be California Teacher Induction Program compliant in providing assistance to unit members clearing their credentials, and shall offer ancillary peer coaching assistance to permanent teachers who are on a performance improvement plan, and who request such assistance.
- 12.1.1 The Program shall be jointly administered by the TSA Eligibility Selection Panel pursuant to the provisions of sections §13.7 - §13.7.4, insofar as they are compliant with California Teacher Induction Program requirements.
- 12.2 Peer Coaches:**
- 12.2.1 The number of coaches to be released shall be determined by the number of eligible teachers needing induction support. However, should additional coaching support be required, the parties shall negotiate how to provide the necessary support.
- 12.2.2 Coaches shall have staggered terms.
- 12.2.3 Coaches shall have a three-year term.
- 12.2.4 Nothing herein shall prohibit a coach from reapplying for an additional term.
- 12.2.5 All such terms are subject to annual evaluation by the TSA Eligibility Selection Panel, per §13.7 - §13.7.4.
- 12.2.5.1 The documentation of such evaluation shall not be made a part of the coach's personnel file except upon the express written request of the individual coach.
- 12.2.6 Coaches shall have responsibility for 15-18 teachers.
- 12.2.6.1 Coaches shall have a 185-day workyear. The TSA Eligibility Selection Panel, per §13.7 - §13.7.4 shall schedule the workyear for coaches and may add up to ten (10) additional days per school year, at per diem compensation, as necessary.
- 12.2.7 There shall be a Lead Support Coach with a workload of 10; this reduced workload shall be in recognition of additional responsibilities which shall include, but not be limited to:

scheduling the work of the support coaches and facilitating the work of the TSP Eligibility Selection Panel, per §13.7 - §13.7.4. The workyear for this position shall be 195 days (at per diem compensation) but may be adjusted by the Panel.

- 12.2.8 At the conclusion of their service, coaches shall have return rights to a position for which the individual is qualified at their school of origination. If there is no open position, a position will be created by an involuntary transfer of the least senior teacher.
- 12.2.9 Coaches shall have the responsibility of working confidentially with eligible teachers in a strictly assist mode.
- 12.2.10 Coaches are expected to communicate effectively and appropriately with the school principal with regards to the support that is being provided to TSP participants.
- 12.2.11 Evaluators may provide coaches with copies of TSP participants' goals and objectives, interim evaluations, and improvement plans.
- 12.2.12 Utilizing funds from the Program, coaches may provide release days and conference attendance as developmental tools for TSP participants.
- 12.2.13 Eligible Teachers participating in the induction portion of the TSP shall be required to spend up to five (5) hours per year beyond their regular workday for purposes of completing their formative portfolio. These hours shall be compensated at the Certificated Hourly Rate, per §14.5.1.1.

### **12.3 Participation**

- 12.3.1 The Teacher Support Program (TSP) is mandatory for beginning teachers who are clearing their credential through the District's induction program.
- 12.3.2 Permanent teachers, who are on a Performance Improvement Plan, can voluntarily choose to receive confidential coaching support through the TSP, or may be offered TSP assistance by the evaluating administrator as an additional support during the evaluation process, pending the availability of coaching staff.
  - 12.3.2.1 The support coach will provide assistance specifically related to the goals outlined in the performance improvement plan.
  - 12.3.2.2 If a teacher agrees to participate in the TSP, a meeting will be held with the teacher, the coach and the administrator to review the goals outlined in the performance improvement plan.