



## Justification for Reinstating Position

<b>Position</b>	Coordinator II, New Teacher Induction
<b>Department</b>	Academic Office
<b>SCUSD Goal</b>	GOAL 1 – College, Career, and Life Ready Graduates
<b>Date Approved</b>	Approved layoff at the March 7, 2019 Board Meeting due to the district's fiscal status.
<b>Reason for Reinstating Position</b>	The Coordinator, Induction coordinates the district's induction program which currently supports 274 first and second year teachers. Induction is a required component for new teachers in their first two years of teaching and provides new teachers with a mentor to provide feedback, coaching and support. SCUSD's developed its Induction program which has been approved by the California Credentialing Commission and teachers participate free of charge. Because induction is required to apply for a clear credential, a district with an induction program is an attractive option for new teachers. The coordinator facilitates professional learning for mentors and ensures compliance with state reporting.
<b>Impact on Students</b>	The induction program provides new teachers with professional learning and mentoring support during the most difficult years for a teacher. New teachers are more likely to serve in underperforming schools and so this additional support is important for strengthening the instructional experience of students who need it most.
<b>Impact on Employees</b>	Supports to new teachers will be compromised as oversight of the program is diminished.
<b>Impact on Operations</b>	Delay or inability to provide supports and services to new teachers.
<b>Funding Options to Reduce Fiscal Impact</b>	Position will be funded by Base and Restricted funds.

Budget Option: Eliminate Induction Program

Description of Service/Program      The Coordinator, Induction coordinates the district's induction program which currently supports 274 first and second-year teachers. Induction is a required component for new teachers in their first two years of teaching and provides new teachers with a mentor to provide for their professional

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