

INDUCTION COACH QUALIFICATIONS, ROLES, AND RESPONSIBILITIES

[Must be signed by each Induction Coach at the time of registration]

Print Name: _____

Signature: _____

Date: _____

District: _____

School Site: _____

Grade/Subject: _____

*To be reviewed and
signed upon entrance
into the program.*

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I, being the person named above, understand that my work as an Induction Coach ("Coach") is crucial to the success of the Fresno County Superintendent of Schools ("FCSS") Induction Program. I verify that I have a minimum of three or more years of exemplary teaching experience; understand best instructional practices; have knowledge of beginning teacher development; have knowledge of State-adopted frameworks and academic content standards and performance levels; and I am committed to support each Participating Teacher ("PT") who is assigned to me through a collaborative relationship. I agree to assume certain responsibilities for ensuring and facilitating the successful implementation and operation of the Induction Program, including but not limited to:

1. Work collaboratively with the PT by meeting on a set day and time a minimum of 1 hour per week for planning, coaching, problem solving assistance, facilitating reflective practice, working on the ILP, completing program requirements, and providing just in time support. I understand that the PT's failure to complete requirements in a timely manner will result in meetings with FCSS staff who are responsible for implementing the Programs ("**Induction Program Staff**") and/or notification to my School's site administrator.
2. Participate in and maintain professional conduct in all Coach trainings, collaborative meetings, and other related events or activities to acquire the skills needed to effectively complete program requirements and to provide specific support based on the California Standards for the Teaching Profession ("CSTP").
3. Participate in ongoing training and support for coaches that includes, but is not limited to coaching and mentoring, goal setting, use of appropriate coaching tools such as the Coaching Toolbox, best practices in adult learning, support for individual coaching challenges, reflection on coaching practice, opportunities to engage with coaching peers in professional learning networks, and program processes design to support PT growth and effectiveness.
4. If either the PT or I are dissatisfied with the pairing, the dissatisfied party will contact the Induction Program Staff at the earliest practical opportunity. Additionally, I can contact the Induction Program Staff if additional circumstances arise that prevent me from supporting my PT for a two year commitment.
5. I understand that I must demonstrate honesty, integrity and adherence to professional conduct standards regarding all Induction Program requirements and activities. Failure to do so will result in an adverse recommendation for a clear credential. I further understand the FCSS or employing agency may report any misconduct to the CTC.
6. Complete and submit to Induction Program Staff monthly collaboration logs as evidence of monthly collaboration with PTs. I understand that delinquent monthly collaboration logs and or any other missing Induction documents or incomplete requirements will be reported to my district and will affect my ability to further participate as an induction coach and may impact my PT's completion of Induction. I understand that if any stipend is made available by the district, it may be affected.
7. Guide and assist the PT to develop and implement and periodically revise an Individual Learning Plan (ILP) and to collect evidence required for credential completion within two years.
8. Assist the PT in collecting and demonstrating all required evidence in their Digital Account that demonstrates progress towards professional growth objectives as they relate to CSTPs, state adopted frameworks and adopted curriculum.
9. Participate in local and State evaluation activities of the Induction Program and their operations (i.e. surveys, questionnaires, and interviews).
10. Understand and agree: (A) School may make a stipend available for work performed outside of regular work hours, completion of program requirements, and required documentation; (B) my failure to fully perform in accordance with this Attachment or submit documents on time will result in a loss or reduction of the stipend, if any stipend is provided by School; (C) PT's participation in an Induction Program has no bearing on, and plays no part in, the PT's formal evaluation process in the School; and (E) Coach effectiveness survey information will be collected, analyzed, and shared with applicable program partners, used in state reporting, and considered for future individual nomination.
11. Maintain appropriate confidentiality (with site administration, colleagues, etc.) and professional discretion concerning my work with the PT.

12. I also hereby consent to the recording and/or transmission of my image and/or voice (hereinafter "Recordings") during my participation in the Induction Program. I acknowledge that FCSS will own such Recordings and further grant my consent to FCSS to copyright, display, use/reuse, modify, transmit, exhibit, print and reprint, publish and distribute such Recordings, in whole or in part, without restriction and without compensation, now and in the future, in any manner whatsoever related to FCSS business, including without limitation publications, advertisements, brochures, website posts, or other electronic displays and transmissions thereof for instructional, promotional, artistic, trade, commercial or other purposes. I further waive any right to inspect or approve the use of such Recordings, or other electronic displays and transmissions thereof. I further release and hold FCSS harmless from any and all liability arising out of the use of the Recordings in any manner or media whatsoever.

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YES

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NO

13. I acknowledge that my signature on this document constitutes a binding obligation to adhere to all existing contractual requirements between F and my employing agency.