

MIDDLE BUCKS
INSTITUTE OF
TECHNOLOGY

SECTION: PROFESSIONAL EMPLOYEES

TITLE: NEW TEACHER INDUCTION
PLAN

ADOPTED: July 1, 1991

REVISED:

<p>1.Purpose</p> <p>Pol. 433.1-R</p> <p>2.Definition</p> <p>3.Authority</p>	<p style="text-align: center;">433.1. NEW TEACHER INDUCTION PLAN</p> <p>Vocational educators for the most part enter the teaching field without the opportunity to receive the education courses required for the conventional academic teacher entering the teaching profession with a B.S. Degree. The transition from the trade environment of the vocational teacher to a classroom setting many times takes place in one day. This is one of the several unique qualities of vocational-technical schools. As a result of this fast work-to-classroom transition, vocational technical schools have traditionally been responsible for providing an educational program for the student and the new teacher.</p> <p>The purpose of this Induction Plan is to formalize the teacher training plan already in existence in most cases; to identify the activities, staff and resources used in a training plan; and to inform the new employe what, when and how they will be inducted into the teaching profession.</p> <p>Induction plans are planned experiences, activities and studies developed cooperatively by the mentor, beginning teacher, and administrator to increase the beginning teacher's knowledge and improve his/her teaching skills. Such programs must be based on valid observations, clear statements of competencies to be developed, and the means to attain these competencies. Flexibility of program design, depending upon the geographic area, size, and wealth of the school, are of major importance.</p> <p>Chapter 49, Title 22 of the Pennsylvania Code, Section 19.16, provides authority for Induction Plans.</p> <p>Prior to June 1, 1987, each school entity shall submit to the Department for approval a plan for the induction experience for first-year teachers. Newly employed professional personnel with prior school teaching experience may be required by the school entity to participate in an Induction Plan. The Department will review for approval Induction Plans submitted by school entities.</p> <p>The Induction Plan shall reflect a mentor relationship between the first-year teacher and the Induction Advisory Committee.</p>
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<p>4. Delegation of Responsibility</p>	<p>Criteria for approval of the Induction Plans will be established by the Secretary, in consultation with the Executive Council.</p> <p>The Secretary of Education (pursuant to authority delegated by Regulations of the State Board of Education of Pennsylvania, Chapter 49, Title 22 of the Pennsylvania Code) has designated that the Division of Teacher Education, Bureau of Teacher Preparation and Certification, shall be responsible for:</p> <ol style="list-style-type: none">1. Reviewing and approving Induction Plans submitted by school entities.2. Determining of criteria used for approving such programs.3. Providing technical assistance to school entities.4. Maintaining records of approved programs and the names of successful inductees.5. Evaluation and modification, if necessary, of Induction Plans. <p>The Bureau of Teacher Preparation and Certification, Pennsylvania Department of Education, shall recognize certificates of a satisfactory induction year prior to the issuance of Instructional II (49.83) and Vocational Instructional II (permanent) certificates.</p> <p>Vocational Instructional II Certificate shall be a permanent certificate issued to an applicant who has:</p> <ol style="list-style-type: none">1. Completed three (3) years of satisfactory teaching on a Vocational Instructional I Certificate attested to by the chief school administrator of the approved public or nonpublic school entity in which the most recent service of the applicant was performed.2. Completed sixty (60) credit hours in an approved program in the appropriate field of vocational education.3. Presented evidence of having passed the test of general knowledge and the test of professional knowledge under 49.18, relating to testing.4. Completed a Department-approved Induction Plan. <p>The Division of Teacher Education shall also be responsible for:</p> <ol style="list-style-type: none">1. Determination of criteria used for approving Induction Plans.
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	<ol style="list-style-type: none">2. Review and approval of Plans submitted by school entities.3. Providing technical assistance to school entities.4. Evaluation and modification, if necessary, of Induction Plans.5. Maintenance of records of approved programs and of the names of the qualifying inductees.
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