



Justification for Reinstating Position

Position	Coordinator II, New Teacher Induction
Department	Academic Office
SCUSD Goal	GOAL 1 – College, Career, and Life Ready Graduates
Date Approved	Approved layoff at the March 7, 2019 Board Meeting due to the district’s fiscal status.
Reason for Reinstating Position	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.
Impact on Students	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.
Impact on Employees	Supports to new teachers will be compromised as oversight of the program is diminished.
Impact on Operations	Delay or inability to provide supports and services to new teachers.
Funding Options to Reduce Fiscal Impact	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 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.
One-time or Ongoing Funds:	Ongoing
Savings Estimate	<i>Coordinator, Induction</i> \$166,184 159,870
Subject to Collective Bargaining	No
Impact on Students	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.
Impact on Employees	Supports to new teachers will be compromised as oversight of the program is diminished.
Impact on Operations	Delay or inability to provide supports and services to new teachers.
Impact on Long-term Fiscal Solvency	Positive impact. Savings will contribute to reducing the structural deficit
Impact on Enrollment	No immediate impact on enrollment
Will Service Be Eliminated or transferred	Eliminated