

## INDUCTION PROCESS FOR TEACHERS IN ELIGIBLE FACILITIES

### - Introduction -

In 1991, when the educator licensure act went into effect, one of the new provisions was that educators would receive an Initial license when they initially applied for any particular type of license in Colorado. In order for a person who holds an Initial license to apply for and receive a Professional license, the educator must successfully complete an induction program.

The licensure act only makes reference to school districts having to develop and receive approval for their induction programs. We wanted to assure that educators employed in Eligible Facilities were also eligible for this process. A decision was made by CDE that Eligible Facilities would have an induction process approved for their education staff. This process is the same for all of the eligible facilities. When the process was taken before the State Board of Education, all CDE approved schools in eligible facilities automatically became part of the approved induction process. In the future, induction will be a part of the approval process for CDE approved schools in Eligible Facilities.

In the past, items were submitted to CDE for approval and an “Induction Certificate” was issued. This is no longer the case. Now, all eligible facilities can do their own Induction Process as long as they follow the steps in the related documents. No longer does anything need to be turned into CDE and a certificate will not be issued. All of the Induction evaluation will be done at the facility level- presumably by the Special Education Director.

The word INITIAL at the top of the license is the key. An Initial license is in effect for three years (and may be renewed for an additional three years if needed). The person must successfully complete an induction process in order to move from the Initial license to a Professional license. A person with a “Temporary Teaching Eligibility” and “Emergency Authorization” does not need to participate in the induction process.

Once a person completes the requirements of their Emergency Authorization or Temporary

Teaching Eligibility, they may get an Initial license and would need to begin the induction process at that time. The induction process should begin when the person obtains an initial license.

State operated programs should participate in this same process unless a specific induction process has been approved for your agency by the State Board of Education. The Colorado School for the Deaf and Blind's Induction process was approved for the 1994-95 school year. The Department of Corrections' Induction process was approved on Feb. 10, 2000.

Related documents include information and instructions on how to complete the process and samples of forms that can be used.

Periodically, we will send an updated list of facilities to the person monitoring Eligible Facilities' Induction Process. Please make sure to keep CDE informed about any changes in your facility.

If you have questions please contact:

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