CSPG No. 20
July 1, 2004

# INDUCTION

## General Policies

The State Board of Education adopted regulations in September 1987 requiring an induction program to include a mentoring component for all newly employed professional educators.

## Requirements

### 1. Induction Program

All school districts, intermediate units, charter schools, cyber schools, independent schools, and area vocational-technical schools must have a Pennsylvania state-approved induction plan.

- All full and part-time regularly employed teachers engaged in their initial teaching experience in a Pennsylvania public school entity must participate in the entity's induction program.

- Substitute teachers and other professional employees may be required or minimally afforded the opportunity to participate in an induction program at the option of the employing school entity.

- Newly-employed educators with prior school experience may be required to participate in an induction program at the option of the employing school entity.

- Participation in the induction program process is optional for nonpublic and private school entities N-12 but is required for permanent certification (see item 2 below). Nonpublic and private school entities may submit induction plans to the Department for approval.

### 2. Induction and Permanent Certification

All persons who receive their Instructional I or Vocational Instructional I Certificate on or after June 1, 1987 must present evidence of having successfully completed a PDE-approved induction program in order to qualify for an Instructional II or Vocational Instructional II Certificate. Individuals holding Educational Specialist I Certificates issued in accordance with September 1, 1999 regulations must also complete a PDE-approved Induction program. See CSPG No. 7 and No. 8 for additional Level II certificate requirements.

## Reference:

22 Pa. Code §§ 49.16, 49.83 (1), 49.143 (4), 49.103 (1)

*THIS REVISION SUPERSEDES ALL EARLIER CSPGS CARRYING THIS NUMBER AND/OR ADDRESSING THIS SUBJECT. PREVIOUS CSPG PRINTING DATES ON THIS SUBJECT: 1/87*