

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 educators engaged in their initial experience in a Pennsylvania public school entity must participate in the entity's induction program.
- Substitute educators may be required or minimally afforded the opportunity to participate in an induction program at the option of the employing school entity. The Pennsylvania Department of Education encourages entities to include long-term substitutes in induction activities when the service time counts toward permanent (level II) certification.
- Newly-employed educators with prior school experience may be required to participate in an induction program at the option of the employing school entity. It is required for permanent certification (see item 2 below).
- Participation in the induction program process is optional for PreK-12 non-public and private school entities but is required for permanent certification (see item 2 below). Non-public and private school entities may submit induction plans to PDE for approval.

2. Induction and Permanent Certification

All persons who received 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 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, 7/04