

“Increasingly, research confirms that teacher and teaching quality are the most powerful predictors of student success. In short, principals ensure higher student achievement by assuring better teaching. To do this, effective administrators have a new teacher induction program available for all newly hired teachers, which then seamlessly becomes part of the lifelong, sustained professional development program for the district or school. What keeps a good teacher are structured, sustained, intensive professional development programs that allow new teachers to observe others, to be observed by others, and to be part of networks or study groups where all teachers share together, grow together, and learn to respect each other’s work.” - Wong (2004)

OGSD Teacher Professional Development and Incentives

Preliminary Credential Year 1:

- 3 days paid pre-service training and support \$ 450
- Out of State Teacher moving stipend \$3,000
- Paired teacher incentive \$1,000
- Induction program (CTI) paid by District \$3,700

Preliminary Credential Year 2:

- Induction program (CTI) paid by District \$3,700
- Recruitment referral incentive (per referred teacher) \$ 500

Clear Credential Year 3:

- Master’s Degree Tuition Reimbursement \$3,000
(2 classes max, \$1,500 per class max)
- Recruitment referral incentive (per referred teacher) \$ 500

Clear Credential Year 4:

- Master's Degree Tuition Reimbursement \$3,000
(2 classes max, \$1,500 per class max)
- Recruitment referral incentive (per referred teacher) \$ 500

Clear Credential Year 5:

- Master's Degree Tuition Reimbursement \$3,000
(2 classes max, \$1,500 per class max)
- Recruitment referral incentive (per referred teacher) \$ 500

On Going:

- Recruitment referral incentive (per referred teacher) \$ 500

Eligibility:

Effective July 1, 2017 Classroom and Independent study teachers are eligible for a five year assistance plan towards professional development. Only classroom and independent study teachers are eligible: administration and itinerant certificated staff are not eligible for the program. Current OGSD teachers who do not currently have a Master's degree are eligible. Employees must have a clear credential to be eligible for tuition reimbursement. Tuition reimbursement will begin only upon a candidate filing for a clear credential and for a maximum of three years.

Pre Intern or Intern Credential Holders: These teachers may participate in the Year 1 pre-service training and support, moving stipends and paired teacher incentives. CTI induction will begin when the candidate is eligible with a preliminary credential. Eligibility for Master's Degree reimbursement will begin after attainment of a clear credential. The eligibility will extend for three years from completion of induction.

Preliminary Credential Holders: The District will assist candidates in CTI induction for a maximum of two years. Candidate must complete induction program in the prescribed time frame of the program. Candidates who do not complete the required assignments in the two year time frame will be financially responsible for their own completion of induction.

Clear Credential Holders: Tuition reimbursement will be issued upon successful (degree credible completion) of up to two courses yearly for a maximum of three years. Teachers will not be reimbursed for more than two classes, any amount exceeding \$1,500 per course or any amount exceeding the actual tuition cost of the course. Tuition will only be reimbursed for accredited non-profit colleges and/or universities. Several universities have agreements for tuition discounts (10%) for Oro Grande employees including: Brandman University, University of LaVerne and Azusa Pacific University.

Veteran Teachers with a clear credential who have not obtained a Master's degree are also eligible for up to three years of the same tuition reimbursement should they choose to obtain a Master's Degree. The program begins July 1, 2017. These teachers must utilize the 2017-19 school year as their first year of three years of eligibility.

Course completion date determines the year year of eligibility, July 1-June 30. Only two courses per school year may be reimbursable by the District. Teachers may take additional courses but will not be eligible for reimbursement by the District.

Reimbursement paperwork is exclusively the responsibility of the teacher. Teachers requesting reimbursement must fill out an employee expense reimbursement form and attach both proof of cost of the course, payment of course and successful completion of the course to the Human Resources Department. Reimbursement is usually processed within 30 days from submittal.

Universities with an agreement to transfer CTI credits:

Several colleges and universities are offering up to 12 credits for completion of CTI (induction). These programs often grant the 12 credits at no additional charge to the candidate for completion of the 2 year program. These specific programs then require an additional 18 units or 6 classes for Master's degree completion. ECO (1 year CTI) candidates may not have all 12 units earned and transferred. It is the responsibility of the candidate to gain acceptance to a program and evaluate the offerings of the program for their specific learning needs. The District does not endorse or support any specific university program. Listed below are programs that the District is aware of that grants credits for CTI towards a Master's degree. However, the candidate does not need to utilize that program towards tuition reimbursement.

Brandman University (10% tuition discount)

<https://www.brandman.edu/education/ma-education-teaching-and-learning>

National University

<http://www.nu.edu/OurPrograms/SchoolOfEducation/TeacherEducation/Programs/MasterofArtsinEducation.html>

UC Riverside

<http://education.ucr.edu/degree-programs/master-of-education/>

Cal Baptist University

<https://www.calbaptist.edu/programs/master-of-arts-education/index.php>

University of the Pacific

<http://www.pacific.edu/Academics/Schools-and-Colleges/Gladys-L-Benerd-School-of-Education/Academics/Graduate-Programs.html>