

HART
Induction Program
Early Completion Option
FAQs

What is an Early Completion Option?

An Early Completion Option (ECO) is an opportunity for eligible individuals to complete a Commission-approved professional induction program at a faster pace than the full two years generally required to complete all of the requirements of the Hart Induction Program. It was developed to fulfill the mandate of Senate Bill 57. As with completion of the full-length induction program, the ECO affords individuals the opportunity to earn their Professional Clear Credential.

Who is eligible for the Hart ECO?

To be eligible candidates must

- Hold a preliminary teaching credential
- Be NCLB compliant
- Have a current position with the Hart district or at Granada Hills Charter High School
- Have received a rating of satisfactory or better on all performance evaluations
- Provide a recommendation from current administrator verifying two years of successful teaching experience

Eligible candidates could include (but are not limited to)

- Graduates of Intern Programs
- Out-of-state certificated teachers with two or more years experience
- Private school teachers with two or more years experience

How will my progress be monitored?

Progress through the Hart Induction Program will be monitored through the use of Completion Logs that list proficiencies and professional development, and through the development of a portfolio. This progress is reviewed by the Induction Director. All ECO candidates will complete Inquiries 2, 3 and 4, as well as all proficiencies for induction standards.

How long should it take?

It is anticipated that candidates will complete the work in fewer than fourteen months of work. This includes a full year of formative assessment and professional development chosen by the candidate to further individual progress as delineated by the Individual Learning Plans (ILP) and Action Plans (AP).

Who will determine whether I have completed all the requirements of the Hart Induction Program?

The Induction Director will report on progress toward completion regularly. After completion of the ECO requirements, the Induction Director will recommend an exit presentation of all completed coursework, portfolio and forms to a select committee derived from the Hart Induction Steering Committee, including a representative from Human Resources, the Induction Director and one other member. Successful completion of this exit interview will result in the recommendation for the Professional Clear Credential.

What happens if I fall behind in the completion of the requirements for the Early Completion Option?

It is expected that those teachers participating in ECO will be able complete their programs within fourteen months that encompasses three Inquiries and a full year of formative assessment. Candidates will be monitored by the Induction Director regularly at Advisement Cohorts to ensure that timelines are met. If a candidate is not successfully progressing toward early completion, s/he may be recommended to the two-year Hart Induction Program.

If I qualify, what are the next steps?

Candidates should complete an ECO Application form and complete the documentation and eligibility requirements listed above. These forms are available upon request at the PAR Center and online at www.btsa.hartdistrict.org.