



April 1, 2024

To: County Superintendents, District Superintendents, Chief Business Officers (CBO's), Assistant Superintendents, and Directors

From: Eveta Jackson, M.Ed., NCSOE Director

Re: North Coast Teacher Induction Program (NCTIP)

Sonoma County Office of Education, as the Local Education Agency (LEA) for the NCSOE, is committed to providing relevant credentialing services throughout the region. NCSOE is continually working to develop research-based learning opportunities for all educators participating in our programs. We are committed to working as collaborative thought-partners with our partner districts to meet their individual district needs.

### Teacher Induction

The North Coast School of Education (NCSOE) assists schools and districts in providing the Teacher Induction program that meets both program and credentialing standards for the state of California. NCSOE provides credentialed teachers with specifically-designed, standards-based professional development, mentoring and coaching, credentialing services, and technical assistance aligned to the California Standards for the Teaching Profession (CSTP). New teachers design an Individual Learning Plan (ILP) aligned with district goals and work closely with a Mentor and site administrator who offer "just-in-time" coaching and longer-term analysis of teaching practice to help new teachers develop enduring professional skills.

### Fee for Service

Last year, Dr. Amie Carter, upon taking office as superintendent of schools for Sonoma County, commissioned independent studies of several programs, including NCSOE. As a result of these reviews, the NCSOE has increased the discounted fee it charges Sonoma County school districts by \$250 in order to remain fiscally responsible. This will be the first rate increase since the 2017-18 school year. We have been very intentional about keeping our prices low and subsidizing all Sonoma County school districts.

NCSOE operates as a "fee for service" model. This model continues to provide increased access to quality credentialing services and support for districts that are employing new teachers in the region. **Program fee DOES NOT include the Mentor stipend or District Coordinator stipend. It is the responsibility of the employing agency to provide compensation to the Mentor unless Virtual Mentor Services are contracted through NCSOE at an additional cost.** Partner districts also have complimentary access to all the professional learning opportunities provided by NCSOE for their teachers to attend. *District Cohorts, based on district vision and goals, are strongly encouraged.*

**Teacher Participants: \$2,500** (per participant)

SCOE and NCSOE are committed to serving the districts of Sonoma County and our regional partners. Please feel free to reach out to us if you have particular professional learning needs that we may assist you with.

Sincerely,

Eveta Jackson, M.Ed.  
NCSOE Director

**Enclosures:** Letter (1) and MOU (1)

Cc: Dr. Amie Carter, Sonoma County Superintendent of Schools,  
Dr. Jason Lea, Assistant Superintendent-Human Resources