



# *Teacher Induction/Elementary Music, Art, & PE*

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**October 2018**

**To: Curtis Wilson, Asst. Superintendent of Elementary Education & FCUSD Cabinet**

**RE: FCUSD Teacher Induction Needs Analysis**

After much consideration, the following needs have been established with respect to the Teacher Induction Program at the Folsom Cordova Unified School District:

1. There are unique needs in our school district, which serves two very different cities.
2. There is a projected growth of residential housing in the Folsom and Cordova areas over the next 20 years, which will double the size of our school district's student population.
3. With the sunset of the Teacher Effectiveness Grant and the rising cost of the SCOE program, there is a fiscal need look within, to provide an Accredited Teacher Induction program in our own district.
4. With the teacher shortage in the United States and California, there is a need for a pipeline of new teacher candidates and the development of Teacher Induction in the East Sacramento/Highway 50 Corridor area.

## **Unique needs serving two diverse cities:**

Our schools in the City of Rancho Cordova have a unique set of needs. 8 of our 10 elementary schools are Title 1 schools as are both of our middle schools and our high school. We have a high population of ELL students, homeless, foster youth and students who have experienced trauma. We have a high number of families living in poverty and/or are on assistance. Our teachers need to be prepared to handle the unique needs of this student population. We have several schools and programs located in Rancho Cordova to help meet the needs of the community. These include, but are not limited to Adult Education, Continuation, Independent study, CA State Preschool Program, ASES, Community Day school, etc. Often times, our parents/guardians are silent and do not participate in the school community, due to a variety of factors.

Our schools in the City of Folsom also have a unique set of needs as well. We do not have any title 1 schools in Folsom, but the numbers of families in financial need are increasing. Many parents are high achieving professionals who have high expectations and demands for their children, our teachers and schools in general. Many of our parents are very involved in supporting our schools and school programs. There can be a lot of pressure placed on students and teachers, either by themselves or their parents/families. Students in our Folsom schools are historically high achieving in academics, athletics and performance. Our teachers need to be prepared to handle the unique needs of this student population.

## **Projected Growth in our district boundaries:**

With the development of Folsom Ranch from the El Dorado County line, to Sunrise Blvd, the development of housing tracks from Highway 50 south on Sunrise Blvd., it is estimated that our district will double in size over the next 18-20 years. This growth will greatly impact our district and staffing needs. We need to attract and retain high quality teachers to serve our students in our new schools. This surge in new teachers will potentially bring new teachers with preliminary credentials. Looking at this massive growth spurt, we feel the need to be prepared and to serve our new teachers with a quality Teacher Induction Program that is customized to our unique district needs.



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### **Cost Effectiveness:**

With the Teacher Effectiveness Grant sunseting, we are left without funding for Teacher Induction through specific funding from a State or Federal source. The funding for Teacher Induction now falls on the shoulders of our district.

### **The cost of the SCOE Teacher Induction program is as follows for the 2018-2019 school year:**

New Teacher Year 1 or Year 2: \$1,800  
Early Completion Option: \$2,300  
Education Specialist Level 1 or 2: \$1,000

### **FCUSD Cost for 2018-2019 \$107,700:**

56 New Teacher Fees x \$1800.	\$100,800.00
Ed Specialist Fee x \$1,000.	\$0.00
3 ECO Fee x \$2,300	\$6,900.00

### **The cost of the program through SCOE will increase as follows for the 2019-2020 school year:**

New Teacher Year 1 or Year 2: \$2,300  
Early Completion Option: \$2,500  
Education Specialist Level 1 or 2: \$1,000

### **Estimated FCUSD Cost for 2019-2020 for the same number of participants \$136,300:**

56 New Teacher Fees x \$2,300	\$128,800.00
Ed Specialist Fee x \$1,000.	\$0.00
3 ECO Fee x \$2,500	\$7,500.00

With FCUSD seeking our own accreditation, there will be costs involved. There is a fee schedule set forth by the CTC for Accreditation. There are fees associated with the initial process, program monitoring, revisions to the program site visits, re-visitations, etc. There would be a cost factor for an FCUSD Administrator to coordinate the Accreditation process, a consultant would be needed to guide the Accreditation and program writing process and there may be clerical costs as well.

These upfront costs associated with FCUSD seeking and being granted Accreditation would be a savings over paying for the SCOE program. Once the FCUSD program is piloted and running, these initial costs would subside. The cost of the program would include the fee schedule set forth by the CTC and the cost of an FCUSD Administrator and Administrative Assistant to run the program.



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### **Teacher shortage and teacher development needs:**

We ask a lot of our new teachers. They need customized support and a guide as they navigate their newly chosen profession.

Teachers are asked to take on many roles in addition to teaching in their content areas, or in multiple subjects, as our Elementary teachers are required to do. Teachers are role models, assessors, tutors, provide of resources & interventions, act as counselors, advisors, mentors, parents and caregivers. They must plan, organize, teach, assess, reflect, revise, modify, integrate lessons while keeping students engaged, in a safe, warm and loving environment. They must teach and manage behavior, acts as a mediator, provide processes and procedures for work flow and effective productivity, keep everyone safe, ensure that nobody is being bullied or intimidated. They must grade student work, manage multiple student information systems, teach students how to work in groups and collaborate. They must hold parent conferences, report grades, create a physical space that is both stimulating and engaging, yet calming and inviting.

The State of California, along with the entire United States, is facing a drastic reduction in new teachers entering the Education field. With the prospect of long hours, low pay and challenging working environments, the Education Profession is not as appealing to college graduates as it once was. With the upcoming growth that our district is facing, we must be prepared to meet the shortage. We need to partner with both public and private universities to create a pipeline of new teachers into our schools.

If we design a premier program, that attracts new teachers, we will be at an advantage when it comes to hiring and retaining new teacher candidates. They will seek out districts with exceptional programs for Teacher Induction. We need to be that district to whom candidates desire to associate with and be employed by. I believe that we have the foundation, expertise, creativity and support, to create such a program.

### **Conclusion:**

After evaluating the surveys provided by SCOE regarding teacher satisfaction with the current program with FCUSD participating in the SCOE Consortium, it is clear that changes need to be made. Teachers expressed dissatisfaction with the SCOE program in several areas. It is our hope that if we provide our own program, we can address these concerns and improve the quality of the Teacher Induction program, delivery of information and support in general.

With all of this information in mind, I respectfully request that FCUSD consider the needs as listed in this document. Should Superintendent Koligian, Assistant Superintendent Wilson, the FCUSD Cabinet and the FCUSD School Board consider these needs viable, I respectfully request approval to begin the process with CTC to seek Accreditation on behalf of FCUSD.

Sincerely,

**Mindy Andrus, M.Ed.**

Teacher Induction/Elementary Music, Art & PE Coordinator



