



August 1, 2023

Welcome to a new school year and the South Bay Consortium Teacher Induction Program (SBCTIP). Congratulations on landing your new, and possibly first, teaching position.

This program serves beginning teachers in the following districts, in addition to private schools:

- |                                    |                                           |
|------------------------------------|-------------------------------------------|
| • El Segundo Unified District      | • Palos Verdes Peninsula Unified District |
| • Hermosa Beach City Schools       | • Redondo Beach Unified District          |
| • Manhattan Beach Unified District | • Wiseburn Unified School District        |

This job-embedded program begins in your first year of teaching, supporting and preparing you to teach in *any* California public school with an experienced, job-alike mentor to help you build reflective habits of mind.

You will focus on:

"growing up is never—  
and should never—be  
finished. We should  
always aspire to better  
ourselves."

--Jennifer Abrams,

- effective implementation of state-adopted standards and curricular frameworks
- examination of your own biases,
- incorporation of equitable learning opportunities, and
- student centered, data-driven, instructional decision-making

These skills ensure a high-quality education for ALL students, regardless of race; religion; ethnicity; nationality or ancestry; physical or mental disabilities; medical conditions; parental or marital status; age; sex; gender; gender identity or expression, sexual orientation, or zip code.

The progress you make on this journey towards mastering the California Standards for the Teaching Profession (CSTP) determines program completion and recommendation for your Clear Credential.

Every effort is made to match you with a job-alike mentor (from your home district and site, whenever possible). This experienced teacher/mentor will help you: set goals, cultivate student relationships, mitigate bias, plan lessons and analyze student work to create an Optimal Learning Environment for all students. They will also observe your instruction, and provide you with constructive, growth-producing feedback. This is an opportunity to explore the beginning of your lifelong learning journey.

While site administrators evaluate your performance, induction mentors collaborate with you on it. The program trains them to use keen listening skills, facilitate your own reflection, growth and contributions to the greater professional learning community.

The Early Completion Option (ECO) is available to *exceptional* candidates with a minimum of two years of full-time experience as the "teacher of record" in a private or public school. More information is available on the website at <https://www.southbayinduction.net/ECO>.

Complete a program application on the website, based on your [year 1](#) or [year 2](#) status, and calendar the required [after school workshops](#) that work with your school and personal schedules. All workshops are held at different locations around the South Bay, so select the one that works best for your schedule, regardless of your district of employment.

In the meantime, contact me directly to schedule an online introduction. I look forward to having you join our collaborative learning community that is crucial to effectively instructing today's students.

Sincerely,

Samantha Leddel,  
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