

California Standards for the Teaching Profession

- ☒ Engaging and Supporting all Students in Learning
- ☒ Creating and Maintaining an Effective Classroom Environment
- ☒ Understanding and Organizing Subject Matter
- ☒ Planning Instruction and Designing Learning Experiences
- ☒ Assessing Student Learning
- ☒ Developing as a Professional Educator



“With so many unpredictable challenges that come up as a new teacher, it was a life saver to have my mentor’s wealth of knowledge, experience, and patience available. It allowed me to move more quickly from survival mode to being able to reflect and improve upon my teaching practice.”

Program Partners

Listed below are the districts that partner with the CCCOE BTSA Induction Program.

Acalanes Union High School District
Albany Unified School District
CCCOE Student Programs
Canyon School District
Emery Unified School District
John Swett Unified School District
Lafayette School District
Martinez Unified School District
Moraga School District
Orinda Union School District
Piedmont Unified School District
Pittsburg Unified School District
Walnut Creek School District

For further information about BTSA, contact:
Jane Blomstrand, program coordinator,
jblomstrand@cccoe.k12.ca.us
(925) 942-5326



Contra Costa County Office of Education
77 Santa Barbara Road, Pleasant Hill, CA 94523

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Contra Costa County Office of Education BTSA Induction Program

Contra Costa County Office of Education
BTSA
INDUCTION
Beginning Teacher Support and Assessment

Professional Teacher Induction Program

...providing two years of guided support
with an experienced mentor for new teachers.



“The most valuable part of participating in the BTSA program was having someone to talk to about my teaching.”

“ My teaching practice improved through BTSA. My support provider once watched me present a lesson during second period. Third period we met and talked. She knew I wasn’t happy with my lesson, helped me “tweak” it, and for the rest of the day, that lesson went fabulously! ”

2nd Year BTSA High School Teacher

What is the Beginning Teacher Support and Assessment (BTSA) Induction Program?



BTSA Induction is a program of job-embedded professional growth in which teachers refine and enhance their teaching skills as they work towards obtaining their CA Clear Teaching Credential.

The Contra Costa County Office of Education (CCCOE) BTSA Induction Program recognizes that new teachers need support to help develop the skills critical to teaching success and student learning. The purpose of BTSA Induction is to improve student educational performance through improved training, support, information, and assistance for new teachers.

Through our program’s partnership with SMC and the Santa Cruz New Teacher Center, we provide opportunities for new teachers to continue their professional growth as they reflect on their teaching practice.



“As a first-year teacher in the BTSA Program, I could not have asked for a more qualified and supportive BTSA Mentor. He has paved a path more easily traveled by two than by one.”

What are the benefits of the BTSA Induction Program?

- Enhances teachers’ instructional abilities and improves performance
- Promotes reflection on teaching practice
- Provides one-on-one support from a trained, experienced teacher who will serve as support provider, mentor, or coach
- Increases collegiality by reducing isolation
- Focuses on student learning in classroom
- Provides the opportunity to earn a CA Clear Teaching Credential



What is the role of a BTSA Participating Teacher?

- Learn and collaborate with a mentor using the formative assessment process
- Participate in BTSA orientation, mid-year review, and end-of-year colloquium
- Develop an Individual Learning Plan based on the California Standards for the Teaching Profession (CSTP) and state academic content standards
- Participate in program professional development opportunities
- Assemble a portfolio containing evidence that demonstrates growth in relation to the CSTP and content standards
- Complete all induction requirements for a CA Clear Teaching Credential



Who is eligible for BTSA?

- Teachers in their first or second year of teaching with a Preliminary Multiple- or Single-Subject Teaching Credential or Education Specialist Level I or Preliminary Credential
- Out-of-state teachers with less than two years of teaching experience who hold a CA Preliminary Teaching Credential
- Other teachers as determined by the BTSA Program guidelines