

# Our Mission

The mission of the Rialto USD Induction Program is to deliver a high-quality, two-year, job-embedded mentoring experience designed to develop and retain highly effective classroom teachers. Through this program, educators are equipped to create engaging learning environments and promote equitable outcomes for all students.

## INDUCTION TEAM

**Associate Superintendent,  
Human Resources**  
**Executive Director, Human  
Resources**  
Roxanne Dominguez

**PROGRAM SPECIALIST**  
Charmaine Hughey-Bailey

**MENTORS**  
Raul Contreras  
Maria Barron  
Perla Garcia



BUILDING BRIDGES TO EXCELLENCE  
THROUGH

REFLECTION  
INNOVATION  
LEADERSHIP  
&  
KINDNESS



California School Board Association's  
Golden Bell Award Recipient

**RIALTO**  
UNIFIED SCHOOL DISTRICT  
*BRIDGING FUTURES THROUGH INNOVATION*



Accredited through California Commission on  
Teacher Credentialing (CTC)

**CONTACT  
US**



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## Induction Teachers Receive: GUIDANCE

A mentor who will guide you through the induction process with reflective activities and meaningful conversations, fostering continual professional growth through the California Standards for the Teaching Profession (CSTP). Support includes:

- Development and implementation of your Individual Learning Plan (ILP)
- Engagement in professional learning opportunities
- Self-reflection on teaching practices through observations and feedback
- Cultivating habits for ongoing improvement through the Instructional Cycle (Plan-Teach-Reflect-Apply)

Upon completing program requirements, earn a California Professional Clear Credential in:

- Multiple Subject
- Single Subject
- Education Specialist



## Eligibility Requirements & Program Options

### Who Can Enroll In Induction?

Any 1st or 2nd Year Teacher who has a Preliminary Teaching Credential.

### What Are The Options For Completing Induction?

The program is generally two years, but offers an Early Completion Option (ECO) for candidates who meet specific criteria and complete the application process with acceptance. ECO is a one year program.

Induction is a **REFLECTIVE PROCESS**,  
*not an evaluative process.*

## Induction Mentors Provide: PROFESSIONAL LEARNING EXPERIENCES

Induction teachers have the opportunity to enhance their professional growth through a combination of in-person and virtual professional learning experiences, tailored to their individual needs as identified through needs assessments.



### SUPPORT WITH ILP

Throughout the two-year RUSD Induction Program, Induction Teachers receive support in identifying CSTP-aligned goals for professional growth, designing targeted inquiries, and utilizing student data to refine and enhance their instructional practices.

