RIALTO USD Induction Program
Individual Learning Plan (ILP)

CSTPs
1 - 6
NEXT CYCLE

INDUCTION PROGRAM INFORMATION

Induction Teacher:	**Induction Advisement and Orientation Date:**
	Tentative Completion Date:

Credential Type:	☐ Multiple Subject	**Induction Program Year:**
	☐ Single Subject (Specify):	Induction Year ▾
	☐ Educational Specialist (Specify):	

School Site:	**Induction Mentor:**
Grade Level/Subject Assignment:	**Mentor Match Date:**

☐ **PGAP- Professional Growth Assistance Plan** ☐ **Not Applicable**	**Date:**

TEACHER PRE-ASSESSMENT

☐ **University Individual Development Plan or Portability Goals** Date:	Strengths:
	Area to Develop:

☐ **Initial CSTP Self-Assessment** Date:	
CSTP Elements	**Evidence**
CSTP 1- Engaging and Supporting All Students in Learning	Strengths:
	Areas for Growth:
CSTP 2- Creating and Maintaining Effective Environments for Students' Learning	Strengths:
	Areas for Growth:
CSTP 3- Understanding and Organizing Subject Matter for Student Learning	Strengths:
	Areas for Growth:
CSTP 4- Planning Instruction and Designing Learning Experiences for All Students	Strengths:
	Areas for Growth:
CSTP 5- Assessing Students for Learning	Strengths:
	Areas for Growth:
CSTP 6- Developing as a Professional Educator	Strengths:
	Areas for Growth:

☐ **Identified CSTP Indicator of Focus:**
   (within 60 days of the Mentor Match date) Date:

☐ **Initial Induction Needs Assessment Survey**
   Date:

TRIAD MEETING	
Administrator support on CSTP and Credential focus:	

SWIVL Permission Form	INITIAL OBSERVATION VIDEO
Date: Time/Period:	**Link: Lesson Plan** **Link: Observation Video**
Induction Teacher's Notice(s): (STRATEGIES, MANAGEMENT, ENVIRONMENT, CONTENT, ASSESSMENT, ACCOMMODATIONS) Reflecting on this SWIVL, choose a minimum of *3 timestamps* in your video to do Notices	
Induction Teacher's Wonder(s): Using one of the Notices above, develop a Wonder you may have.	
Induction Teacher's response to their own Wonder(s):	
What are the observable elements during this lesson that demonstrate that I am engaging and supporting all students in learning? (CSTP 1 - Engaging And Supporting All Students in Learning)	

What observable evidence from this video demonstrates my ability to establish and maintain positive classroom culture and dynamics? (CSTP 2 - Creating and Maintaining Effective Learning Environment)	
Mentor Response/Notes:	

CYCLE # __   CSTP INQUIRY GOAL DEVELOPMENT

Start Date:	
Focus for Targeted Growth:	
CSTP Element:	
CSTP Indicator:	

CSTP Current Level of Practice based on Indicator:

☐ **EMERGING**	☐ **EXPLORING**	☐ **APPLYING**	☐ **INTEGRATING**	☐ **INNOVATING**
The teacher is aware of the CSTP area and can minimally demonstrate the practice(s). Recognizes this as an area for professional growth.	The teacher has knowledge and understands the need to expand the utilization of the practices in the CSTP area. Seeks collaboration and	The teacher consistently plans and implements the CSTP area. Implementation includes a reflective analysis of the effectiveness and informs subsequent practices.	The teacher demonstrates an extensive understanding of the CSTP area. Utilizes knowledge to adapt learning experiences using a broad range	The teacher synthesizes knowledge of CSTP areas to create and facilitate experiences where all stakeholders are co-creators of new methods, ideas, and/or products in

	support in developing this CSTP area.		of strategies to exhibit the CSTP area.	support of improved student outcomes.

Describe current practices based on indicator: <TYPE HERE>

CSTP Target Growth Level:

☐ EMERGING	☐ EXPLORING	☐ APPLYING	☐ INTEGRATING	☐ INNOVATING
The teacher is aware of the CSTP area and can minimally demonstrate the practice(s). Recognizes this as an area for professional growth.	The teacher has knowledge and understands the need to expand the utilization of the practices in the CSTP area. Seeks collaboration and support in developing this CSTP area.	The teacher consistently plans and implements the CSTP area. Implementation includes a reflective analysis of the effectiveness and informs subsequent practices.	The teacher demonstrates an extensive understanding of the CSTP area. Utilizes knowledge to adapt learning experiences using a broad range of strategies to exhibit the CSTP area.	The teacher synthesizes knowledge of CSTP areas to create and facilitate experiences where all stakeholders are co-creators of new methods, ideas, and/or products in support of improved student outcomes.

Describe intended growth based on indicator: <TYPE HERE>

PLAN

Cycle __ Inquiry Question	
Pre-assessment	Date: Skill to be measured and tracked: Tools used to measure: Link: **Evidence & Data**
What are the pre-assessment results?	

What did this data reveal?	
Develop a goal statement in response to the inquiry question with a measurable outcome based on the pre-assessment data results.	

Implementation Plan	List the steps to implement my plan:
	    1.
	    2.
	    3.
	    4.

Anticipated Time Frame	# of weeks: __

TEACH & REFLECT	
(Implementation- How is my plan progressing?)	
Date(s):	
In this entry, I am implementing my plan by:	
Findings & analysis of the data for this entry:	
Successes and growths observed: (students' & teacher's)	
Challenges, concerns, or further thoughts/reflections:	
My next steps will be:	

Mentor Response:	
Date(s):	
In this entry, I am implementing my plan by:	
Findings & analysis of the data for this entry:	
Successes and growths observed: (students' & teacher's)	
Challenges, concerns, or further thoughts/reflections:	
My next steps will be:	
Mentor Response:	
Date(s):	
In this entry, I am implementing my plan by:	
Findings & analysis of the data for this entry:	
Successes and growths observed: (students' & teacher's)	
Challenges, concerns, or further thoughts/reflections:	
My next steps will be:	
Mentor Response:	

Date(s):	
In this entry, I am implementing my plan by:	
Findings & analysis of the data for this entry:	
Successes and growths observed: (students' & teacher's)	
Challenges, concerns, or further thoughts/reflections:	
My next steps will be:	
Mentor Response:	

APPLY	
Date:	
Post-assessment	Date: Skill to be measured and tracked: Tools used to measure: Link: **Evidence & Data**
Based on comparing the pre and post-assessment data and outcomes, how did this Inquiry Cycle benefit you?	
Based on comparing the pre and post-assessment data and outcomes, how did this Inquiry Cycle benefit your students?	

Based on your intended growth statement based on your targeted CSTP indicator, in what ways have you grown?	
How will you continue applying these professional practices to better impact student outcomes?	
Competency Review	☐ Teacher: Level of Induction Program Competency ▾ ☐ Mentor: Level of Induction Program Competency ▾ ○ Rationale: ☐ Induction Team Member: Level of Induction Program Competency ▾
Mid-Cycle Survey Date:	

CYCLE # __	CSTP INQUIRY GOAL DEVELOPMENT
Start Date:	
Focus for Targeted Growth:	
CSTP Element:	
CSTP Indicator:	

CSTP Current Level of Practice based on indicator:

☐ EMERGING	☐ EXPLORING	☐ APPLYING	☐ INTEGRATING	☐ INNOVATING
The teacher is aware of the CSTP area and can minimally demonstrate the	The teacher has knowledge and understands the need to expand the	The teacher consistently plans and implements the CSTP area. Implementation	The teacher demonstrates an extensive understanding of the	The teacher synthesizes knowledge of CSTP areas to create and facilitate

| practice(s). Recognizes this as an area for professional growth. | utilization of the practices in the CSTP area. Seeks collaboration and support in developing this CSTP area. | includes a reflective analysis of the effectiveness and informs subsequent practices. | CSTP area. Utilizes knowledge to adapt learning experiences using a broad range of strategies to exhibit the CSTP area. | experiences where all stakeholders are co-creators of new methods, ideas, and/or products in support of improved student outcomes. |

Describe current practices based on indicator: <TYPE HERE>

CSTP Target Growth Level:

☐ EMERGING	☐ EXPLORING	☐ APPLYING	☐ INTEGRATING	☐ INNOVATING
The teacher is aware of the CSTP area and can minimally demonstrate the practice(s). Recognizes this as an area for professional growth.	The teacher has knowledge and understands the need to expand the utilization of the practices in the CSTP area. Seeks collaboration and support in developing this CSTP area.	The teacher consistently plans and implements the CSTP area. Implementation includes a reflective analysis of the effectiveness and informs subsequent practices.	The teacher demonstrates an extensive understanding of the CSTP area. Utilizes knowledge to adapt learning experiences using a broad range of strategies to exhibit the CSTP area.	The teacher synthesizes knowledge of CSTP areas to create and facilitate experiences where all stakeholders are co-creators of new methods, ideas, and/or products in support of improved student outcomes.

Describe intended growth: <TYPE HERE>

PLAN

Cycle __ Inquiry Question	

Pre-assessment	Date: Skill to be measured and tracked: Tools used to measure: Link: **Evidence & Data**
What are the pre-assessment results? **What did this data reveal?**	
Develop a goal statement in response to the inquiry question with a measurable outcome based on the pre-assessment data results.	
Implementation Plan	List the steps to implement my plan: 1. 2. 3. 4.
Anticipated Time Frame	# of weeks: __

TEACH & REFLECT
(Implementation- How is my plan progressing?)

Date(s):	
In this entry, I am implementing my plan by:	
Findings & analysis of the data for this entry:	

Successes and growths observed: (students' & teacher's)	
Challenges, concerns, or further thoughts/reflections:	
My next steps will be:	
Mentor Response:	

Date(s):

In this entry, I am implementing my plan by:	
Findings & analysis of the data for this entry:	
Successes and growths observed: (students' & teacher's)	
Challenges, concerns, or further thoughts/reflections:	
My next steps will be:	
Mentor Response:	

Date(s):

In this entry, I am implementing my plan by:	
Findings & analysis of the data for this entry:	
Successes and growths observed:	

(students' & teacher's)	
Challenges, concerns, or further thoughts/reflections:	
My next steps will be:	
Mentor Response:	

Date(s):	
In this entry, I am implementing my plan by:	
Findings & analysis of the data for this entry:	
Successes and growths observed: (students' & teacher's)	
Challenges, concerns, or further thoughts/reflections:	
My next steps will be:	
Mentor Response:	

APPLY	
Date:	
Post-assessment	Date: Skill to be measured and tracked: Tools used to measure: Link: **Evidence & Data**

Based on comparing the pre and post-assessment data and outcomes, how did this Inquiry Cycle benefit you?	
Based on comparing the pre and post-assessment data and outcomes, how did this Inquiry Cycle benefit your students?	
Based on your intended growth statement based on your targeted CSTP indicator, in what ways have you grown?	
How will you continue applying these professional practices to better impact student outcomes?	
Competency Review	☐ Teacher: Level of Induction Program Competency ▾ ☐ Mentor: Level of Induction Program Competency ▾ ○ Rationale: ☐ Induction Team Member: Level of Induction Program Competency ▾

SWIVL Permission Form	**FINAL OBSERVATION VIDEO**
Date: Time/Period:	**Link: Lesson Plan** **Link: Observation Video**
Induction Teacher's Notice(s): (STRATEGIES, MANAGEMENT, ENVIRONMENT, CONTENT, ASSESSMENT, ACCOMMODATIONS)	

Reflecting on this SWIVL, choose a minimum of *3 timestamps* in your video to do Notices	
Induction Teacher's Wonder(s): Using one of the Notices above, develop a Wonder you may have.	
Induction Teacher's response to their own Wonder(s):	
What are the observable changes from your initial video during this lesson that demonstrate that you are engaging and supporting all students in learning? (CSTP 1 - Engaging And Supporting All Students in Learning))	
What are the observable changes from your initial video that demonstrate your ability to establish and maintain positive classroom culture and dynamics? (CSTP 2 - Creating and Maintaining Effective Learning Environment)	
Mentor Response/Notes:	

TEACHER POST - ASSESSMENT	
CSTP Elements	**Evidence**

CSTP 1- Engaging and Supporting All Students in Learning	Strengths:
	Areas for Growth:
CSTP 2- Creating and Maintaining Effective Environments for Students' Learning	Strengths:
	Areas for Growth:
CSTP 3- Understanding and Organizing Subject Matter for Student Learning	Strengths:
	Areas for Growth:
CSTP 4- Planning Instruction and Designing Learning Experiences for All Students	Strengths:
	Areas for Growth:
CSTP 5- Assessing Students for Learning	Strengths:
	Areas for Growth:
CSTP 6- Developing as a Professional Educator	Strengths:
	Areas for Growth:
Additional Support	☐ Professional Growth Assistance Plan Date: ☐ Not Applicable

END OF YEAR 1 REFLECTION QUESTIONS

What have I learned about myself as a Professional Educator and about my students as learners?

\<Type Here\>

Describe a piece of evidence that illustrates a shift I have made in my teaching practices.
\<Type Here\>
How have you or how will you respond to unique cultural backgrounds, needs, interests, and abilities in your students?
\<Type Here\>
Which CSTP will I focus on in the next year?
\<Type Here\>
End of Year Survey Date Completed:

END-OF-PROGRAM REFLECTION QUESTIONS
Through the lens of the Plan-Teach-Reflect-Apply process, *thoroughly* answer the following questions drawing from your experiences throughout your Induction journey. Embed hyperlinks with clear and concise examples of your experiences and relevant data supporting any claim(s) you make.
Which CSTP do you feel you experienced the most growth throughout the two-year Induction process? What were the factors that helped you grow in that teaching standard?
\<Type Here\>
Which CSTP was the most challenging to implement? How do you plan on continuing to grow in this particular CSTP?
\<Type Here\>
Provide examples of how the Induction process of reflecting on student data impacted your growth as an educator.
\<Type Here\>
Which CSTP will I focus on in the next year?

<Type Here>

End of Program Survey Date Completed:

Candidate Printed Name: _____

1. Double click on this box to open the drawing window
2. On the toolbar, click on the down arrow next to the line icon and choose scribble
3. Sign your name under this instruction box using your mouse/pen
4. On the toolbar, click on the arrow to get your mouse cursor back
5. Click on the line of direction box, and delete this instructional box (NO Cursor blinking)
Only signature should be present and then click save & close.

Candidate Signature: _____   **Date:** _____

Revised 8/2024