

UNIVERSITY OF REDLANDS SCHOOL OF EDUCATION

# TEACHING RESIDENCY HANDBOOK

2023-2024



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Teaching Residency

# SECTION I



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## **Introduction**

The University of Redlands School of Education provides a multi-faceted Teacher Education Program. After successfully meeting program requirements, students advance to residency teaching. The regulations and requirements of our teacher education program are approved and accredited by the Commission on Teacher Credentialing (CTC).

The residency teaching experience is an immersive experience that is a culmination of academic information and knowledge, combined with actual skill building in the field. There are complex expectations to work with multiple partners. This handbook is designed to present a clear explanation of the residency teaching requirements for the resident teacher (referred hereafter in this handbook as, the candidate) as well as the University Program Supervisors and Mentor Teachers. The candidates are required to review this handbook thoroughly before beginning their residency assignment. For additional information, the candidates are encouraged to contact the School of Education.

## **School of Education Mission and Values**

### **Vision**

- Inspire more justice-related dialogue and action.

### **Mission**

- Strengthen social and educational justice through student, staff, and faculty engagement.

### **Social Justice Principles**

- Advocate practices that emphasize equity and democracy for all.
- Promote diversity of people, thought, experience, and expression.
- Lead systemic change.

### **Educational Justice Principles**

- Champion educational accessibility for all.
- Encourage inclusive education through diverse learning, teaching, and scholarship.
- Model self-awareness as a foundation for growth and change.

## Conceptual Framework Provided by University Faculty

The University of Redlands' Department of Teaching and Learning in the School of Education (SOE) embraces an **EQUITY**-centered approach to education as we strive to support teachers as change agents in pursuit of a more socially just world. We challenge our future teachers to see themselves as engaged scholars who think critically and creatively as they work to enhance student learning by connecting schools and communities for educational justice. We endorse question-driven learning, where curriculum emerges through the formulation and investigation of critical questions about our world, and where our future teachers see themselves as co-creators of curriculum with students and community members.

Our approach to teaching and learning encourages future teachers to actively challenge injustices in schools and society and to work collaboratively with their students to imagine alternatives to current school practices and policies that reproduce inequities in our society. We believe it is necessary for future teachers to value and understand multiple perspectives and approaches to teaching and learning and to see the work of teaching as an intellectual and ethical project. We believe that teachers should integrate critical theories and practices with the aim of developing inclusive pedagogies that seek to fundamentally change existing school systems and practices that often exclude the most marginalized. Therefore, our program seeks to maintain a caring inclusive environment where all future teachers and their students feel safe and supported in our community.

Our goal in the Department of Teaching and Learning, at the University of Redlands, is to prepare teachers who understand their work as transformative praxis embedded in complex social and cultural contexts connected to political, economic, and historical realities. For this reason, we prepare future teachers to develop and implement student and youth-centered pedagogies that recognize and support the democratic potential of students and their communities. We aim to prepare future teachers in the teacher education program who support culturally and linguistically diverse learners and who see themselves as advocates, allies, and leaders for justice in their communities. To that end, we offer our equity-based conceptual framework:

- Engaged scholars
- Question-driven learning
- Understands multiple perspectives
- Inclusive environments
- Transformative praxis
- Youth-centered pedagogies

## **Code of Ethics from the National Education Association**

### **Preamble**

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

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The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents, and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all educators and provides standards by which to judge conduct.

The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive and no such provision shall be enforceable in any form other than the one specifically designated by the NEA or its affiliates.

### **Principal I**

#### **Commitment to the Student**

The educator strives to help each student realize his or her potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator--

1. Shall not unreasonably restrain the student from independent action in the pursuit of learning.
2. Shall not unreasonably deny the student's access to varying points of view.
3. Shall not deliberately suppress or distort subject matter relevant to the student's progress.
4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.
5. Shall not intentionally expose the student to embarrassment or disparagement.
6. Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, or sexual orientation, unfairly--
  - a. Exclude any student from participation in any program
  - b. Deny benefits to any student
  - c. Grant any advantage to any student
7. Shall not use professional relationships with students for private advantage.

8. Shall not disclose information about students obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.

## **Principal II**

### **Commitment To the Profession**

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgment, to achieve conditions that attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.

In fulfillment of the obligation to the profession, the educator--

1. Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications.
2. Shall not misrepresent his/her professional qualifications.
3. Shall not assist any entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute.
4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position.
5. Shall not assist a noneducator in the unauthorized practice of teaching.
6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.
7. Shall not knowingly make false or malicious statements about a colleague.
8. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or action.

[Adopted by the NEA 1975 Representative Assembly](#)

## **Professional Disposition**

Candidates are expected to always conduct themselves in a professional manner. Teacher Candidates must not exhibit any behaviors that interfere with the school's learning environment and are required to abide by school-site policies.

Candidates are expected to maintain professional relationships with students, parents of students enrolled in the school, and school or University personnel during the clinical experience.

Candidates are expected to be responsible and ethical in their use of technology. They must ensure the safety and well-being of their students, meet their individual needs, and maintain confidentiality with student information.

## **Clinical Fieldwork and Professional Development**

It is highly recommended that candidates seek out professional affiliations to develop a professional identity and network. For instance, the Student California Teacher Association (SCTA) is an active organization, a subdivision of the California Teacher Association (CTA), that promotes teacher quality, political action, community service, and diversity. By networking with others who will soon enter the teaching profession, the candidate would benefit from cultivating a sense of belongingness to begin fostering the professional trajectory. The SCTA also provides liability insurance for members as well as grant opportunities for qualified member applicants.

<https://www.cta.org/About-CTA/Who-We-Are/SCTA>



Teaching Residency

# SECTION II



- General Policies for Teaching Residency Program
- Residency Teaching and The Law
- Mandatory Reporting
- Title IX
- Candidates are Required to Report Legal Issues

## **General Policies for Residency Teaching Program**

This section describes the role of the candidate, expectations of the University, and requirements for the successful completion of residency teaching. The candidates must plan to discuss the contents of this handbook with their Mentor Teacher and University Program Supervisor. If there is any lack of clarity regarding expectations, the candidates must contact their University Program Supervisor and/or the Office of Licensures and Credentialing. The requirements, ideas, and suggestions in this handbook are designed to help the candidates have a successful, educational, and positive resident teaching experience.

### **The District Residency Teaching Agreement**

The District Residency Teaching Agreement is a contract between the candidate and the district/charter. The contract will outline school-site expectations of the resident teacher as well as other expectations, stipend information, schedule, etc.

### **Fieldwork Hour Requirement**

Per CTC expectations, all teacher candidates must fulfill a total of 600 hours of fieldwork across the arc of the program. Fieldwork hours can be divided into two different categories: Early Fieldwork Experiences and Clinical Fieldwork Hours which are completed during the residency program.

#### **Early Fieldwork Experiences Hours**

General subjects (multiple/single subject) candidates are required to complete 40 hours of early fieldwork in their foundations and methods courses. Early fieldwork hours may be completed during the first term of the resident teaching assignment, for candidates who are concurrently completing their foundation and methods courses during the residency.

Mild to Moderate Disabilities (MMSN) and dual credential candidates are required to complete 200 hours of early fieldwork in their foundations and methods courses. Early fieldwork hours may be completed during the first term of the resident teaching assignment, for candidates who are concurrently completing their foundation and methods courses during the residency.

Candidates will use the [Early Fieldwork Experience Log](#) to track early fieldwork. Refer to the [Early Fieldwork webpage](#) for more information.

#### **Clinical Fieldwork Hours**

General subjects (multiple/single subject), and dual credential candidates are required to complete 560-hours of fieldwork hours. During those hours, there must be 4 weeks of solo/co-teaching or the equivalent.

Mild to Moderate Disabilities (MMSN) candidates are required to complete 400 hours of fieldwork in their teacher residency. During those hours, there must be 4 weeks of solo/co-teaching or the equivalent.

As residents are placed for a full academic school year, they will exceed the minimum requirement from CTC and be strongly prepared for their own classroom at the conclusion of their program.

**The following are CTC approved activities that can count as fieldwork hours:**

- Guided and supervised teaching including whole class instruction, small groups, and other direct contact with students, including solo teaching.
- Co-planning time, with veteran practitioners for lessons that the candidate will deliver,
- Working with veteran practitioners, grading, and analyzing student work, reflecting on lessons, and planning for the needs of individual students.
- Time working with professional learning communities, grade level and department meetings.
- Intentionally designed observations of classroom teaching for the purpose of helping candidates understand the link between specific objectives in coursework and teaching practice.

*Please note that time spent completing course assignments for the Teaching Seminar does not count as fieldwork hours.*

Due to differing academic calendars of school sites and start date, each candidate will accrue hours at a different rate. Candidates will complete an average of 40-hours each week. Unless otherwise specified in the Residency Teaching Agreement with the district.

The minimum number of hours that must be completed are:

- 400-hours for candidates in Mild to Moderate Disabilities programs
- 560-hours for candidates in multiple subjects, single subject, and dual credential programs.

Candidates will complete the minimum hours (400/560) before the end of the residency. The candidate must remain in their placement, following guidelines in their fieldwork courses to ensure that there's time to complete all formal evaluations. **It is vital for all candidates to carefully monitor their fieldwork hour progress.** If falling behind on hours, candidates should consult with their Mentor Teacher and University Program Supervisor on other ways that they can contribute to their placement site and student learning via CTC-approved fieldwork activities.

Candidates should complete an average of 40 hours each week. Fieldwork hours logs should reflect the follow totals at the end of each week to stay on track. The table below illustrates the approximate week candidates will meet the minimum hour requirement:

<b>Week 1</b>	40 hours	<b>Week 8</b>	320 hours	
<b>Week 2</b>	80 hours	<b>Week 9</b>	360 hours	
<b>Week 3</b>	120 hours	<b>Week 10</b>	400 hours	MMSN minimum required hours
<b>Week 4</b>	160 hours	<b>Week 11</b>	440 hours	
<b>Week 5</b>	200 hours	<b>Week 12</b>	480 hours	
<b>Week 6</b>	240 hours	<b>Week 13</b>	520 hours	
<b>Week 7</b>	280 hours	<b>Week 14</b>	560 hours	General Subjects and Dual minimum required hours

### Fieldwork Policies

- A. The residency teaching experience typically spans the length of an academic year and is aligned to the district’s academic calendar. University coursework and university program supervision will align with the University of Redlands, School of Education academic calendar.
- B. The candidate will follow the schedules provided by the district and outlined in this handbook. Daily teaching as a resident requires punctuality, arriving on time and leaving at appropriate times. Residency teaching schedule will vary by site.
  - If the school site is required to provide instruction via distance-learning, the candidates will complete their fieldwork hours virtually via a remote location. Candidates are expected to follow the same working hours as the Mentor Teacher while teaching virtually and follow district policies related to distance-learning.
- C. The candidate will arrive at their placement site in appropriate attire and act with professional conduct. The candidate will follow the dress code policy set forth by the site’s district and will discuss the district’s dress code policy with their Mentor Teacher.
- D. Candidates are expected to be present and prepared at the school site daily. Consistent attendance and performance are critical to the success of the resident and the students in the resident’s classroom. The resident must follow district policies related to teacher absences.
  - The University of Redlands recommends that the candidates miss no more than 10 days due to illness or emergency. If the candidate demonstrates chronic absenteeism, there may be concerns that they are not fulfilling their contractual agreement with the district. These situations will be assessed individually and in collaboration with the district and university.
  - Chronic absenteeism may result in the termination of the residency contract and placement. This may have academic consequences such as receiving a failing grade (No Credit) for the resident teaching course(s) and/or fulfilling fieldwork in another

semester and by another means such as student teaching (an additional application is required for another form of fieldwork).

- *It is important to note that "10 days" is a recommendation from the University of Redlands and may or may not align with your Resident Fieldwork Agreement attendance policy. Candidates should be aware of the attendance expectations of their district.*
- E. In the event of an absence, candidates need to notify their Mentor Teacher and University Program Supervisor (if a meeting was scheduled). The candidates must leave lesson plans and materials for their class in their absence.
- F. The candidate will prepare lesson plans for each lesson taught or as instructed by the Mentor Teacher. The format should be under the guidance of the Mentor Teacher and University Program Supervisor. The candidate will always have a copy of their lesson plans available for the Mentor Teacher and will meet all deadlines for creating the lesson plans as set forth by the Mentor Teacher. Certain copies of the lesson plans will be submitted via the Fieldwork Canvas course to the University Supervisor before a formal observation. Failure to do so, or consistent tardiness in submitting preparation materials may result in a no credit (NC) in fieldwork courses.
- G. If the Mentor Teacher is absent, the candidate may serve as the substitute teacher in the classroom. The candidate must ensure they follow district and school site substitute procedures and are approved by the district for this role. Substitute teaching may be included in the Resident Fieldwork Agreement. If a substitute teaching placement falls outside of the curriculum, or does not meet CTC credential criteria, then it cannot be counted towards the 600-hours of required clinical practice.
- H. The University will be responsible for providing a program supervisor, as defined by the CTC, to observe and evaluate academic performance. University Program Supervisors are employed by the University to direct, observe, and evaluate the performance of teacher candidates engaged in fieldwork experiences for academic purposes only.
- I. The candidate will be visited by their assigned University Program Supervisor. Candidates and University Program Supervisors should follow the supervision schedule indicated in the Fieldwork Canvas course.
- J. In some rare cases, the university will assign a program supervisor that is remote to provide virtual supervision. This is almost always the case for when the placement location or subject-area pose geographic challenges. University Program Supervisors may conduct observation hours asynchronously or synchronously. Virtual visits must first be approved by the School of Education and the school site, Mentor Teacher, and pupil's parents.
- K. University Program Supervisor assignments are made by the School of Education based on the University Program Supervisor's credential type, geographic location, and the number of candidates they can oversee. Due to these parameters, it is not possible for the School of Education to pair candidates with a requested University Program Supervisor. Unless

under unforeseen or extenuating circumstances, the University Program Supervisor assignments will not be changed.

- L. The candidate's Mentor Teacher and University Program Supervisor will collaboratively provide feedback to the candidate in formal evaluations. The University Program Supervisor will document notes after each observation of teaching via the University Program Supervisor Observation form. Notes taken during each observation and suggested feedback should be discussed in a debrief meeting between the candidate and University Program Supervisor upon completion of the lesson and prior to any formal evaluation forms are submitted. The Mentor Teacher is welcome, but not required, to be a part of these debrief meetings. All evaluations will become part of the candidate's student file. These documents are not available to hiring officials. The candidate should keep copies of all evaluation forms for their own records.
- M. The candidate will have frequent dialogues, aimed at providing direction and guidance, with the Mentor Teacher. While many will be brief and informal, some will be lengthy. Candidates will be formally evaluated by their University Program Supervisor several times and will also be formally evaluated by their Mentor Teacher who will rate the candidate's strengths and areas of improvement via the Progress Check form and share those ratings with the candidate as well as the University Program Supervisor.
- N. The candidate will have occasional three-way consultation meetings with the Mentor Teacher and the University Program Supervisor. These are opportunities for discussion, feedback, and mentorship. All parties will work collaboratively to provide constructive feedback.
- O. Candidates will complete CalTPA Instructional Cycles 1 and 2 during their residency teaching assignment with support provided in the Residency Seminar class and from the University Program Supervisor. The candidate's teaching placement will be in a classroom setting that provides the opportunity to work with diverse populations that include EL and students with special needs. It is recommended that candidates complete CalTPA Cycle 1 in fall semester and CalTPA Cycle 2 in spring semester.
- P. Mild to Moderate Support Needs and Dual Credential candidates will complete the TPE Portfolio during their student teaching assignment.
- Q. The residency is designed for candidates to remain in the classroom for one full academic year and return in the next academic year as a full-time credentialed teacher contracted by the district. Each district may have varying lengths of time the resident is contracted for. Residents agree to these terms in the District Residency Teaching Agreement. For these reasons, the candidate cannot simply switch from residency teaching to another fieldwork method (such as student teaching or an internship). The residents should contact the School of Education if for some reason they must resign from the teacher residency. The School of Education is available to support candidates with their programmatic needs and extenuating circumstances.

- R. The School of Education, in conjunction with feedback provided by those overseeing the candidate's residency teaching experience (e.g., University Program Supervisor, Mentor Teacher, university faculty), retains the authority to remove the candidate from the class in the event of an unsatisfactory adjustment to the teaching situation and/or for concerns with professional disposition. Causes for removal include but are not limited to, irregular attendance, unsatisfactory teaching, unethical behaviors, and failure to exemplify good conduct. In these events, the candidate may receive a failing grade for residency teaching (No Credit) for the registered semester and be required to participate in another fieldwork application process and complete fieldwork in another semester.
- S. If a candidate engages in acts that result in suspension of clinical practice or dismissal, the School of Education will investigate. Egregious violations may result in an expedited dismissal from the teacher preparation program and/or placement.
- T. The District and University will provide the candidate with a fair process in the case of a dismissal, except when safety or compliance require immediate removal. This will include fair notice to the candidate of the cause, and an opportunity to be heard and respond to the charges before a decision is made.
- U. When there is unsuccessful completion of the residency, there will be a mandatory three-way meeting between the candidate, the advisor, and a School of Education representative to review expectations and plans for improvements.
- V. If a student does not complete their residency, they can appeal to request a new placement if another placement is available. The School of Education will review the appeal and approve or deny the request for a second and final placement. Due to the collaborative process of placing residents, the candidate will likely need to complete another interview and be offered a placement by a partnered district.
- W. Under no circumstance will any candidate be allowed to do more than one repeated fieldwork experience. This means, specifically, that there is only one additional opportunity for the candidate to complete the fieldwork component of their program.
- X. The Candidate, University Program Supervisor, Mentor Teacher, or university faculty have the right to file a fieldwork-related grievance if a policy violation has occurred. The School of Education works collaboratively with the Dean's Office, as well as campus and district partners (if applicable) to review formal grievances and complaints fairly by following the following process:
- The School of Education will collect statements from all parties involved. Statements may be in writing, or an SOE representative may schedule a meeting to collect a statement.
  - Statements will be analyzed and evaluated.
  - The School of Education will work with the Dean's Office and others as needed to come to a resolution.

- As a program sponsor, the School of Education has the responsibility of determining if a candidate is not fit for the profession.
- Y. The Residency program has been extensively designed collaboratively between the districts and the School of Education. After candidates are selected by the district through an interview process, the district and the School of Education will collaboratively pair candidates with Mentor Teachers. Due to the nature of the residency program, there are limitations with these placements:
- The candidate cannot self-place or set up their own residency placement.
  - The candidate may request preferred school districts/charter and geographic location on the application.
  - The candidate must be selected through an interview process by the district.
  - The candidate will identify school sites with conflict of interest. This includes school sites where they have previously been employed (not including substitute teaching), and where family members work or attend.
  - The candidate will not be placed with Mentor Teachers with whom they have prior personal or professional relationships unless approved by the School of Education and district site. These expectations are important to assure that the candidate receives objective and fair guidance and evaluation during their resident teaching experience.
  - School districts are required to have an Educational Fieldwork Agreement (EFA) with the University of Redlands and the candidate will only be placed in a district that has a current EFA.
- Z. Candidates are required to comply with the University's [Student COVID-19 Vaccination Policy](#). Failure to conform may result in a program disruption.
- AA. Subject Matter Competency must be met before the candidate can advance to solo teaching, per CTC. Candidates admitted into the residency program with Subject Matter Competency in progress must ensure they meet this requirement by the end of fall semester and prior to advancing to spring semester. **Candidates who fail to meet this requirement will be removed from the residency program.**

## Residency Teaching and The Law

Teachers are protected from certain harms under the Equal Protection Clause of the Fourteenth Amendment of the Constitution. Teachers have the right to be free from discrimination based on race, sex, and national origin – as well as freedom of expression, academics, privacy, and religion.

The freedoms and limitations described in this section are based on a TEACHER'S LEGAL RIGHTS, not on a CANDIDATE'S LEGAL RIGHTS. However, many may be relevant to the candidate's performance in the classroom. In any situation where the candidate suspects that they or someone else's legal rights have been violated, the candidate is expected to discuss the issue first with their Mentor Teacher and/or University Program Supervisor.



The First Amendment of the Constitution protects teachers from dismissal unless the incident or behavior in question affects their “fitness to teach.” There are, however, some limitations imposed on this basic right when it involves academic freedom in the classroom.

1. Teachers may express their own opinions as long as it is done fairly and opposing views are encouraged.
2. Public criticism of the administration is permissible as long as it does not disrupt the working relationships of the administration or colleagues. A teacher should always avoid name calling or making false statements. A teacher should always use the accepted grievance procedure first when seeking to remedy unfair practices.

In general, teachers may hold memberships in unions, participate in political activities, and decline to salute the flag or state their religion.

As a resident teacher, the candidate may be more concerned with the violation of a student’s rights rather than with a violation of their own. A student is afforded the same constitutional rights as those enjoyed by private citizens unless the behavior results in a “material and substantial disruption of classroom procedure.” Since the candidate is liable if they know, or should have known, that they violated the constitutional rights of a student, they should carefully study the following statements.

As a teacher the candidate:

1. Cannot apply different rules to athletes than to the rest of the student population.
2. Cannot expel a student without giving notice or providing a hearing.
3. Should never write down anything that they would not want a student/parent/lawyer to read, since school records are open to students and their counsel.
4. Cannot prevent a student from participation in regular or school sanctioned extracurricular activities because that student is married or pregnant.

If an accident occurs in the candidate’s classroom, they are most likely liable if:

1. They were negligent in supervision. (Negligence is determined by considering whether a reasonable person would have foreseen the accident.)
2. They fail to instruct their students in the appropriate use of tools or materials or fail to call attention to a present or potential danger.
3. They do not take reasonable action to correct a dangerous situation. (Reasonable action is considered to be attempting to correct the situation themselves, if possible, or reporting the situation to a person who can.)

## **Mandatory Reporting**

CTC’s *Coded Correspondence, 19-01, Subject: Certificate of Clearance: Purposes, Uses, and Responsibilities of Holders*, states the responsibility of holders of the Certificate of Clearance related to mandatory reporting. All University of Redlands’ teacher candidates hold a current Certificate of Clearance (COC) and are bound by these responsibilities.

### *Responsibilities of Holders*

All holders of documents issued by the Commission, including the COC, are mandated reporters. This means that they are required to report every known or suspected instance of child abuse or child neglect to a child with whom they have had professional contact. Reports are to be made immediately, or as soon as is practically possible, to a law enforcement or child protective agency in addition to any report made to their supervisor or employer. Written reports and any evidence of abuse/neglect must be submitted within 36 hours of when the individual becomes aware of the abuse. Failure to report any known or suspected act of neglect or abuse is a misdemeanor punishable by up to six months in jail or by a fine of one thousand dollars, or by both. The full legal and professional obligations of a COC holder are contained in the Child Abuse and Neglect Reporting Act (Penal Code § 11166).

## **Title IX**

The University of Redlands is committed to providing a safe learning environment for all students that is free of all forms of discrimination, sexual misconduct, and sexual harassment, including sexual assault, domestic violence, dating violence, and stalking. If the candidate (or someone the candidate knows) has experienced or experiences any of these incidents, they should know that the University of Redlands has staff members trained to provide support in navigating campus life, accessing health and counseling services, providing academic accommodations, no contact orders, and more.

Please be aware that all University of Redlands faculty members and advisors are “responsible employees,” which means that if the candidate shares about a situation involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, faculty must share that information with the Title IX Coordinator. Although faculty and advisors have to make that notification, the candidate will control how their case will be handled, including whether or not they wish to pursue a formal complaint. The candidate should be informed to make sure they are aware of the range of options available and have access to the resources.

To report an incident, the candidate can:

- Report online at: <https://sites.redlands.edu/titleixandequity/>
- [Contact the Title IX Office](#)

## **Candidates are Required to Report Legal Issues**

Promoting the safety of children and maintaining integrity of the teaching profession is a priority. Teacher candidates must report charges, arrests, and convictions to the School of Education immediately. Reports should be made in writing to the School of Education. Upon receiving the disclosure, the School of Education will perform an investigation of the conduct giving rise to the charge, arrest, and/or conviction, and after completing the investigation, the School of Education will determine whether some form of disciplinary action is warranted. Failure to self-report may result in suspension or dismissal.

Teaching Residency

# SECTION III



- Teacher Resident Schedule
- Fieldwork Forms
- Problem Solving Guidelines for Resident Teaching

## Teacher Resident Schedule

The residency teaching model will vary depending on district/school site therefore candidate's individual schedule will vary. Each residency model is intended to be an immersive experience representative of the type of progression that occurs in an academic year. Candidates will be enrolled in teacher residency fieldwork courses. Fieldwork courses are designed to guide candidates and University Program Supervisors through the clinical experience. All fieldwork forms, lesson plans, and formal evaluation assignments to meet CTC requirements can be found in the fieldwork Canvas courses.

## Fieldwork Forms

While teaching, the candidate will receive written evaluations of their progress. The purpose of the fieldwork forms is to generate discussions and encourage self-reflection and goal setting. While the forms are important for credentialing purposes, the forms themselves come secondary to the valuable conversations the candidate will have with their Mentor Teacher and University Program Supervisor.

The list below will provide a summary of the forms that are included in the fieldwork courses:

- [University Supervisor Observation form](#)  
During each observation, the University Program Supervisor will complete an observation form. They will make note of the candidates' commendations and highlight any Teaching Performance Expectations (TPEs) in need of developing. The University Program Supervisor will discuss these observations with the candidate following the observation in a post conference. The discussion may take place immediately following the candidate's lesson or later via virtual meeting or phone call if the schedule does not permit an immediate discussion. The Mentor Teacher should be involved in these discussions.

The University Program Supervisor will fill out their portion of the form documenting their observations. Once they submit the form, it will be routed to the candidate. There is a section for the candidate to write their own notes based on their reflections and thoughts. The candidate should identify any questions or concerns they have on the form. These questions/concerns should be discussed with the Mentor Teacher and University Program Supervisor if they were not already discussed.

- [Progress Check form for Multiple Subject/Single Subject Candidates](#)
- [Progress Check form for Mild to Moderate Support Needs and Dual Credential Candidates](#)  
Progress check forms should be completed in consultation between the candidate and Mentor Teacher. Progress checks occur mid-semester and then again at the end of the semester. These are formal evaluations to help assess the Teaching Performance Expectations (TPEs). Candidates will be required to submit completed progress check forms to the University Program Supervisor via the fieldwork Canvas course.
- [Fieldwork Hour Tracking form](#)

The candidate will use this form to document their weekly hours of fieldwork. This form will be submitted to the University Program Supervisor weekly for approval. University Program Supervisors are expected to closely monitor these hours and assist the candidate in staying on track. If candidates are following behind, the University Program Supervisor needs to discuss a plan with the candidate to catch up.

## **Problem Solving Guidelines for Resident Teaching**

During resident teaching, various challenging situations will arise. The candidate is expected to work directly with the person with whom they have conflicts first. This is an expectation because collaborative relationships with others are a main component of the teaching profession. Teachers are expected to work with other teachers, administrators, students and parents, and other district employees. The candidate should next seek guidance from their Mentor Teacher and University Program Supervisor.

It is expected that the candidate fully utilizes their residency teaching placement as a learning experience. Professional respect and courtesy toward the Mentor Teacher are expected even when the candidate may find that their own teaching style differs from that of the Mentor Teacher. At the end of residency teaching, the candidate relies on a multitude of individuals for letters of recommendation, job referrals, career advice and mentorship, and recommendation for credentialing. The School of Education will submit the Preliminary Credential recommendation to CTC.

While most of the challenging situations that the candidate may experience can be resolved through guidance from their University Program Supervisors and Mentor Teachers, there are situations in which the candidate is encouraged to seek out other problem-solving processes to articulate a solution. The following shows a few notable challenging situations and how the candidates are encouraged to seek guidance to resolve problems.

### **If resident teaching is not what you expected it to be:**

Many of us can become discouraged in challenging situations, especially when what we once hoped for does not turn out exactly how we imagined. The candidate is first asked to self-reflect on whether their reactions are based on unrealistic expectations about residency teaching.

#### **Suggested Actions:**

- Candidates should consult with their Mentor Teacher, University Program Supervisor, and/or the School of Education about their residency experience and expectations.
- When necessary, there should be collaborative meetings with the Mentor Teacher and University Program Supervisor to discuss expectations and possibly modifying expectations. The candidates should be supported collaboratively by their mentors and gain insight from others who have been through similar struggles.

### **If you face an ethically challenging situation about your Mentor Teacher:**

Suggested Actions:

- Candidates should consult with their University Program Supervisor and inform the School of Education of the situation.
- When necessary, candidates may be placed with another Mentor Teacher or school site to complete the residency. This is handled by the School of Education in collaboration with the district. At no point should candidates arrange a new placement on their own.

***If you feel that you have received inaccurate feedback from your Mentor Teacher:***

It is important to point out that there are differences between inaccurate feedback and ‘constructive feedback.’ If constructive feedback is warranted based on the candidate’s performance, they are asked to reflect and with their Mentor Teacher/University Program Supervisor. This process may include the candidate accurately identifying what help and guidance are needed (and from whom) to successfully complete their resident teaching.

Suggested Actions:

- Candidates should consult with their University Program Supervisor and inform the School of Education of the situation. Considering that there is an unavoidable power difference between the candidate and the Mentor Teacher, candidates are encouraged to rely on their University Program Supervisor to navigate these conversations. Everyone should have open and transparent dialogue about inaccuracies in three-way collaborative meetings.
- When necessary, the University Program Supervisor may increase the number of three-way meetings to assure the relationship between the candidates and the Mentor Teacher is not ruptured.

Teaching Residency

# SECTION IV



- Role of Mentor Teachers
- Role of University Program Supervisors

## Role of Mentor Teachers

The impact of Mentor Teachers on the candidates is immense. Mentor Teachers play a critical role in demonstrating teaching skills, providing a classroom for the candidates to have tangible teaching practice, and facilitating learning experiences that the candidate will reflect on frequently in their career.

Mentor Teachers will work with the candidate to develop lesson plans, engage with all students, provide instruction to students with disabilities, and network within the school, etc.

The suggested schedule in this handbook is meant to give structure to the Mentor Teacher and candidate. Adjustments can be made to the schedule based on individual needs and to best support the candidate's progression into solo teaching.

The following sections provide expectations and suggestions for Mentor Teachers and their duties while supervising the candidate during the residency, articulated by the School of Education.

1. Provide daily guidance and feedback to the candidate. The candidates should be transparently told what their strengths and areas of growth are.
2. Provide support in lesson plan development and implementation. Clear expectations should be set on how the candidate should share their lesson plans with their Mentor Teacher and what deadlines they should meet.
3. Provide guidance related to life-long learning process, self-reflective skills, critical-thinking skills, ethical-decision making skills, and overall professional development.
4. Support the candidate in setting teaching goals.
5. Participate in Progress Check meetings with the candidate. During these meetings provide verbal feedback to the candidate to document on the Progress Check Forms.
6. Provide general support for CalTPA exams where appropriate. Guidance for this is also provided by the candidate's Seminar Instructor as well as the University of Redlands School of Education CalTPA Coordinators.
7. Model difficult conversations for the candidate. This can include providing critical feedback for improvement, working with students with challenges, discussions with parents in conferences, and/or conversations with colleagues.
8. Communicate with the University Program Supervisor if additional support is necessary for the candidate. If need be, collaborate with the University Program Supervisor and/or the School of Education on how to provide this support.
9. Documenting strengths and areas of challenges during Progress Check and other information meetings. The candidate's changes and growth over the course of 14 weeks should be shared with them.



10. Submit a final survey of the resident teaching experience to the School of Education. This survey will be submitted through an online link shared via email by the School of Education.

The candidate will greatly benefit from the years of experience the Mentor Teacher has to provide. Should the Mentor Teacher have concerns or questions, they should first contact the candidate's University Program Supervisor. If the needs progress, Mentor Teachers may contact the Office of Licensures and Credentialing at [olc@redlands.edu](mailto:olc@redlands.edu).

## **Role of University Program Supervisors**


The impact of University Program Supervisors during the residency experience is critical. Candidates who are closely guided by their University Program Supervisors will develop into well rounded teachers equipped to handle various situations. The candidate is encouraged to stay open minded, respectful, and self-reflective to receive feedback from their University Program Supervisors.

In addition to teaching content-specific lessons, candidates are expected to navigate complex political and systemic situations while in their placement. Candidates are faced with expectations from various constituents including but not limited to university faculty, Mentor Teachers, and the School of Education staff; all in relation to the state regulations and requirements for credentialing processes. To navigate these complex expectations and requirements, the candidate benefits most from the wisdom and experiences of their University Program Supervisors. In many ways, University Program Supervisors serve as the necessary bridge between the candidate's fieldwork experience and their academic and regulatory expectations.

The following sections provide expectations for University Program Supervisors and their duties while supervising the candidate during residency, articulated by the School of Education. These expectations are in addition to the expectations outlined in the University Program Supervisors' contract which is signed upon accepting the assignment to oversee their assigned candidates.

### **University Program Supervisor Responsibilities:**

1. Abide by terms indicated in the university's fieldwork contract.
2. Serve as a resource to the candidate in areas of curriculum, procedures, and classroom management. Review and discuss written lesson plans with the candidate. Set clear expectations with the candidate on receiving lesson plans prior to each observation visit. Candidates should know how and when to send lesson plans to their University Program Supervisor.
3. Follow the schedule and guidelines outlined in the fieldwork Canvas course.
  - a. Provide virtual pre-conferences and check-ins.

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- b. Have a post conference with the candidate and the Mentor Teacher after site visits and observations.
  4. Provide site-visits/observations during the designated semester. Visits with the candidate should take place according to the schedule during the university's recommended schedule. It is recommended that the days/times of site visits should vary so that the candidate can be observed teaching different types of lessons and students. Schedule all meetings in advance and follow the recommended schedule as closely as possible. If a cancellation is required, give advanced notice to the candidate and Mentor Teacher, and ensure a new meeting is scheduled in a timely manner (within 1 week).
  5. Have a post conference with the candidate and the Mentor Teacher after site visits and observations to discuss observations and feedback.
  6. Review and discuss written lesson plans with the candidate. Set clear expectations with the candidate on receiving lesson plans prior to each observation visit. Candidates should know how and when to send lesson plans to their University Program Supervisor by following guidelines outlined in their fieldwork Canvas course.
  7. Make appointments with the candidate to observe any special lessons, when possible and if appropriate.
  8. Provide guidance related to the life-long learning process, self-reflective skills, critical-thinking skills, ethical-decision skills, and overall professional development.
  9. Help the candidate navigate difficult situations and conversations with their Mentor Teacher, students, and/or parents.
  10. Support the candidates through the CalTPA process and check in on their progress. Ensure that the candidate can submit each cycle on time as they may not have another opportunity to record the required videos needed for both cycles.
  11. Utilize Canvas course to review forms, send announcements, and grade.
  12. Submit grades for the candidates within 2 weeks of the end of the semester.

Teaching Residency

# SECTION V



- After the Residency

## **After the Residency**

### **Preliminary Credential Recommendation**

At the conclusion of a teaching residency, if all credential requirements have been met, the candidate will submit a credential application to the School of Education for review. Please refer to the [Pathway to Credentialing webpage](#) for a list of the credential requirements.

### **Induction and Clear Credential**

Preliminary Credential holders need to participate in an induction program to upgrade to a clear credential. The Preliminary Credential is valid for 5 years and the induction program should take place during this 5-year period. The candidate should research induction programs and, when hired, talk to their administrator about completing induction. Some districts offer their own induction program, others do not. It is the responsibility of the candidate to meet all Clear Credential requirements prior to the Preliminary Credential expiration. Requests for extension of the Preliminary Credential due to extenuating circumstances need to be made through an appeal with CTC.

### **Career Resources**

While the goal of the residency is to lead to full-time employment as a credentialed teacher with the district, candidates may have job searching related needs or other professional goals which can be supported by The Office of Career and Professional Development at the University of Redlands. This is a university-wide resource to current students and alumni. They can assist with cover letters and personal statement writing, interviewing skills, mock interviewing, networking, professional development, and other career related matters. The candidate is encouraged to use this resource. <https://www.redlands.edu/student-affairs/ocpd/>

Teaching Residency

# SECTION VI



- Multiple Subject & Single Subject: Teaching Performance Expectations

Multiple Subject and Single Subject candidates will familiarize themselves with and employ the TPEs. [See full TPE guidelines from CTC.](#)

**TPE 1: Engaging and Supporting All Students in Learning**

1. Apply knowledge of students, including their prior experiences, interests, and social emotional learning needs, as well as their funds of knowledge and cultural, language, and socioeconomic backgrounds, to engage them in learning.
2. Maintain ongoing communication with students and families, including the use of technology to communicate with and support students and families, and to communicate achievement expectations and student progress.
3. Connect subject matter to real-life contexts and provide active learning experiences to engage student interest, support student motivation, and allow students to extend their learning.
4. Use a variety of developmentally and ability-appropriate instructional strategies, resources, and assistive technology, including principles of Universal Design of Learning (UDL) and Multi-Tiered System of Supports (MTSS) to support access to the curriculum for a wide range of learners within the general education classroom and environment.
5. Promote students' critical and creative thinking and analysis through activities that provide opportunities for inquiry, problem solving, responding to and framing meaningful questions, and reflection.
6. Provide a supportive learning environment for students' first and/or second language acquisition by using research-based instructional approaches, including focused English Language Development, Specially Designed Academic Instruction in English (SDAIE), scaffolding across content areas, and structured English immersion, and demonstrate an understanding of the difference among students whose only instructional need is to acquire Standard English proficiency, students who may have an identified disability affecting their ability to acquire Standard English proficiency, and students who may have both a need to acquire Standard English proficiency and an identified disability.
7. Provide students with opportunities to access the curriculum by incorporating the visual and performing arts, as appropriate to the content and context of learning.
8. Monitor student learning and adjust instruction while teaching so that students continue to be actively engaged in learning.

**TPE 2: Creating and Maintaining Effective Environments for Student Learning**

1. Promote students' social-emotional growth, development, and individual responsibility using positive interventions and supports, restorative justice, and conflict resolution practices to foster a caring community where each student is treated fairly and respectfully by adults and peers.
2. Create learning environments (i.e., traditional, blended, and online) that promote productive student learning, encourage positive interactions among students, reflect diversity and multiple perspectives, and are culturally responsive.
3. Establish, maintain, and monitor inclusive learning environments that are physically, mentally, intellectually, and emotionally healthy and safe to enable all students to learn, and recognize and appropriately address instances of intolerance and harassment among students, such as bullying, racism, and sexism.

4. Know how to access resources to support students, including those who have experienced trauma, homelessness, foster care, incarceration, and/or are medically fragile.
5. Maintain high expectations for learning with appropriate support for the full range of students in the classroom.
6. Establish and maintain clear expectations for positive classroom behavior and for student-to-student and student-to-teacher interactions by communicating classroom routines, procedures, and norms to students and families.

### **TPE 3: Understanding and Organizing Subject Matter for Student Learning**

1. Demonstrate knowledge of subject matter, including the adopted California State Standards and curriculum frameworks.
2. Use knowledge about students and learning goals to organize the curriculum to facilitate student understanding of subject matter, and make accommodations and/or modifications as needed to promote student access to the curriculum.
3. Plan, design, implement, and monitor instruction consistent with current subject-specific pedagogy in the content area(s) of instruction, and design and implement disciplinary and cross-disciplinary learning sequences, including integrating the visual and performing arts as applicable to the discipline
4. Individually and through consultation and collaboration with other educators and members of the larger school community, plan for effective subject matter instruction and use multiple means of representing, expressing, and engaging students to demonstrate their knowledge.
5. Adapt subject matter curriculum, organization, and planning to support the acquisition and use of academic language within learning activities to promote the subject matter knowledge of all students, including the full range of English learners, Standard English learners, students with disabilities, and students with other learning needs in the least restrictive environment.
6. Use and adapt resources, standards-aligned instructional materials, and a range of technology, including assistive technology, to facilitate students' equitable access to the curriculum.
7. Model and develop digital literacy by using technology to engage students and support their learning, and promote digital citizenship, including respecting copyright law, understanding fair use guidelines and the use of Creative Commons license, and maintaining Internet security.
8. Demonstrate knowledge of effective teaching strategies aligned with the internationally recognized educational technology standards.

### **TPE 4: Planning Instruction and Designing Learning Experiences for All Students**

1. Locate and apply information about students' current academic status, content- and standards-related learning needs and goals, assessment data, language proficiency status, and cultural background for both short-term and long-term instructional planning purposes.
2. Understand and apply knowledge of the range and characteristics of typical and atypical child development from birth through adolescence to help inform instructional planning and learning experiences for all students.
3. Design and implement instruction and assessment that reflects the interconnectedness of academic content areas and related student skills development in literacy, mathematics,

science, and other disciplines across the curriculum, as applicable to the subject area of instruction.

4. Plan, design, implement and monitor instruction, making effective use of instructional time to maximize learning opportunities and provide access to the curriculum for all students by removing barriers and providing access through instructional strategies that include:
  - appropriate use of instructional technology, including assistive technology;
  - applying principles of UDL and MTSS;
  - use of developmentally, linguistically, and culturally appropriate learning activities, instructional materials, and resources for all students, including the full range of English learners;
  - appropriate modifications for students with disabilities in the general education classroom;
  - opportunities for students to support each other in learning; and
  - use of community resources and services as applicable.
5. Promote student success by providing opportunities for students to understand and advocate for strategies that meet their individual learning needs and assist students with specific learning needs to successfully participate in transition plans (e.g., IEP, IFSP, ITP, and 504 plans.)
6. Access resources for planning and instruction, including the expertise of community and school colleagues through in-person or virtual collaboration, co-teaching, coaching, and/or networking.
7. Plan instruction that promotes a range of communication strategies and activity modes between teacher and student and among students that encourage student participation in learning.
8. 8. Use digital tools and learning technologies across learning environments as appropriate to create new content and provide personalized and integrated technology-rich lessons to engage students in learning, promote digital literacy, and offer students multiple means to demonstrate their learning.

#### **TPE 5: Assessing Student Learning**


1. Locate and apply information about students' current academic status, content- and standards-related learning needs and goals, assessment data, language proficiency status, and cultural background for both short-term and long-term instructional planning purposes.
2. Understand and apply knowledge of the range and characteristics of typical and atypical child development from birth through adolescence to help inform instructional planning and learning experiences for all students.
3. Design and implement instruction and assessment that reflects the interconnectedness of academic content areas and related student skills development in literacy, mathematics, science, and other disciplines across the curriculum, as applicable to the subject area of instruction.
4. Plan, design, implement and monitor instruction, making effective use of instructional time to maximize learning opportunities and provide access to the curriculum for all students by removing barriers and providing access through instructional strategies that include:
  - appropriate use of instructional technology, including assistive technology;
  - applying principles of UDL and MTSS;



- use of developmentally, linguistically, and culturally appropriate learning activities, instructional materials, and resources for all students, including the full range of English learners;
  - appropriate modifications for students with disabilities in the general education classroom;
  - opportunities for students to support each other in learning; and
  - use of community resources and services as applicable.
5. Promote student success by providing opportunities for students to understand and advocate for strategies that meet their individual learning needs and assist students with specific learning needs to successfully participate in transition plans (e.g., IEP, IFSP, ITP, and 504 plans.)
  6. Access resources for planning and instruction, including the expertise of community and school colleagues through in-person or virtual collaboration, co-teaching, coaching, and/or networking.
  7. Plan instruction that promotes a range of communication strategies and activity modes between teacher and student and among students that encourage student participation in learning.
  8. Use digital tools and learning technologies across learning environments as appropriate to create new content and provide personalized and integrated technology-rich lessons to engage students in learning, promote digital literacy, and offer students multiple means to demonstrate their learning.

#### **TPE 6: Developing as a Professional Educator**

1. Reflect on their own teaching practice and level of subject matter and pedagogical knowledge to plan and implement instruction that can improve student learning.
2. Recognize their own values and implicit and explicit biases, the ways in which these values and implicit and explicit biases may positively and negatively affect teaching and learning, and work to mitigate any negative impact on the teaching and learning of students. They exhibit positive dispositions of caring, support, acceptance, and fairness toward all students and families, as well as toward their colleagues.
3. Establish professional learning goals and make progress to improve their practice by routinely engaging in communication and inquiry with colleagues.
4. Demonstrate how and when to involve other adults and to communicate effectively with peers and colleagues, families, and members of the larger school community to support teacher and student learning.
5. Demonstrate professional responsibility for all aspects of student learning and classroom management, including responsibility for the learning outcomes of all students, along with appropriate concerns and policies regarding the privacy, health, and safety of students and families. Beginning teachers conduct themselves with integrity and model ethical conduct for themselves and others.
6. Understand and enact professional roles and responsibilities as mandated reporters and comply with all laws concerning professional responsibilities, professional conduct, and moral fitness, including the responsible use of social media and other digital platforms and tools.

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7. Critically analyze how the context, structure, and history of public education in California affects and influences state, district, and school governance as well as state and local education finance.

Teaching Residency

# SECTION VII



- Mild to Moderate Support Needs & Dual Credential:  
Teaching Performance Expectations

Mild to Moderate Support Needs and Dual Credential Candidates will familiarize themselves with and employ the TPEs. [See full TPE guidelines from CTC.](#)

**TPE 1: Engaging and Supporting All Students in Learning**

U1.1 Apply knowledge of students, including their prior experiences, interests, and socialemotional learning needs, as well as their funds of knowledge and cultural, language, and socioeconomic backgrounds, to engage them in learning.

U1.2 Maintain ongoing communication with students and families, including the use of technology to communicate with and support students and families, and to communicate achievement expectations and student progress.

U1.3 Connect subject matter to real-life contexts and provide active learning experiences to engage student interest, support student motivation, and allow students to extend their learning.

U1.4 Use a variety of developmentally and ability-appropriate instructional strategies, resources, and assistive technology, including principles of Universal Design of Learning (UDL) and Multi-Tiered System of Supports (MTSS) to support access to the curriculum for a wide range of learners within the general education classroom and environment.

U1.5 Promote students' critical and creative thinking and analysis through activities that provide opportunities for inquiry, problem solving, responding to and framing meaningful questions, and reflection.

U1.6 Provide a supportive learning environment for students' first and/or second language acquisition by using research-based instructional approaches, including focused English Language Development, Specially Designed Academic Instruction in English (SDAIE), scaffolding across content areas, and structured English immersion, and demonstrate an understanding of the difference among students whose only instructional need is to acquire Standard English proficiency, students who may have an identified disability affecting their ability to acquire Standard English proficiency, and students who may have both a need to acquire Standard English proficiency and an identified disability.

U1.7 Provide students with opportunities to access the curriculum by incorporating the visual and performing arts, as appropriate to the content and context of learning.

MM1.1 Demonstrate the ability to collaboratively develop and implement Individualized Education Programs (IEP), including instructional goals that ensure access to the California Common Core State Standards and/or California Preschool Learning Foundations, as appropriate, that lead to effective inclusion of students with disabilities in the general education core curriculum.

MM1.2 Demonstrate the ability to identify the appropriate supports of students with complex communication needs and design strategies in order to foster access and build comprehension, and develop appropriate language development goals within the IEPs for those students.

MM1.3 Demonstrate knowledge of students' language development across disabilities and the life span, including typical and atypical language development, communication skills, social pragmatics, language skills (e.g. executive functioning) and/or vocabulary/semantic development as they relate to the acquisition of academic knowledge and skills.

MM1.4 Monitor student progress toward learning goals as identified in the academic content standards and the IEP/Individual Transition plan (ITP).

MM1.5 Demonstrate the ability to develop IEPs/ITPs with students and their families, including goals for independent living, post-secondary education, and/or careers, with appropriate connections between the school curriculum and life beyond high school.

MM1.6 Facilitate and support students in assuming increasing responsibility for learning and self-advocacy based on individual needs, with appropriate transitions between academic levels in programs and developing skills related to career, college, independent living, and community participation.

MM1.7 Use strategies to support positive psychosocial development and self-determined behavior of students with disabilities.

## **TPE 2: Creating and Maintaining Effective Environments for Student Learning**

U2.1 Promote students' social-emotional growth, development, and individual responsibility using positive interventions and supports, restorative justice, and conflict resolution practices to foster a caring community where each student is treated fairly and respectfully by adults and peers.

U2.2 Create learning environments (i.e., traditional, blended, and online) that promote productive student learning, encourage positive interactions among students, reflect diversity and multiple perspectives, and are culturally responsive.

U2.3 Establish, maintain, and monitor inclusive learning environments that are physically, mentally, intellectually, and emotionally healthy and safe to enable all students to learn, and recognize and appropriately address instances of intolerance and harassment among students, such as bullying, racism, and sexism.

U2.4 Know how to access resources to support students, including those who have experienced trauma, homelessness, foster care, incarceration, and/or are medically fragile.

U2.5 Maintain high expectations for learning with appropriate support for the full range of students in the classroom.

U2.6 Establish and maintain clear expectations for positive classroom behavior and for student-to-student and student-to-teacher interactions by communicating classroom routines, procedures, and norms to students and families

MM2.1 Develop accommodations and/or modifications specific to students with disabilities to allow access to learning environments, which may include incorporating instructional and assistive technology, and alternative and augmentative communication (AAC) procedures to optimize the learning opportunities and outcomes for all students, and move them toward effective inclusion in general education settings.

MM2.2 Demonstrate the ability to support the movement, mobility, sensory and/or specialized health care needs required for students to participate fully in classrooms, schools, and the community. As appropriate, organize a safe environment for all students that include barrier free space for independent mobility, adequate storage, and operation of medical equipment and other mobility and sensory accommodations.

MM2.3 Demonstrate the ability to address functional limitations of movement and/or sensation for students with orthopedic impairments who may have a co-existing health impairment and/or intellectual disability and have difficulty accessing their education due to physical limitations.

MM2.4 Collaborate with families and appropriate related services personnel to support access to optimal learning experiences for students with mild to moderate support needs in a wide variety of general education and specialized academic instructional settings, including but not limited to the home, natural environments, educational settings in hospitals and treatment centers, and classroom and/or itinerant instructional delivery and/or consultation in public/nonpublic school programs.

MM2.5 Demonstrate knowledge of the communicative intent of students' behavior as well as the ability to help students develop positive communication skills and systems to replace negative behavior.

MM2.6 Demonstrate the ability to identify if a student's behavior is a manifestation of his or her disability and, if so, to develop positive behavior intervention plans inclusive of the types of interventions and multi-tiered systems of supports that may be needed to address these behavior issues.

MM2.7 Understand and access in a collaborative manner with other agency professionals the variety of interventions, related services and additional supports, including site-based and community resources and agencies, to provide integrated support for students with behavior, social, emotional, trauma, and/or mental health needs.

MM2.8 Apply and collaboratively implement supports needed to establish and maintain student success in the least restrictive environment, according to students' unique needs.

MM2.9 Demonstrate the skills required to ensure that interventions and/or instructional environments are appropriate to the student's chronological age, developmental levels, and disability-specific needs, including community-based instructional environments.

MM2.10 Implement systems to assess, plan, and provide academic and social skills instruction to support positive behavior in all students, including students who present complex social communication, behavioral and emotional needs.

MM2.11 Demonstrate the knowledge, skills and abilities to understand and address the needs of the peers and family members of students who have sustained a traumatic brain injury as they transition to school and present with a change in function.

### **TPE 3: Understanding and Organizing Subject Matter for Student Learning**

U3.1 Demonstrate knowledge of subject matter, including the adopted California State Standards and curriculum frameworks.

U3.2 Use knowledge about students and learning goals to organize the curriculum to facilitate student understanding of subject matter and make accommodations and/or modifications as needed to promote student access to the curriculum.

U3.3 Plan, design, implement, and monitor instruction consistent with current subject specific pedagogy in the content area(s) of instruction, and design and implement disciplinary and cross-disciplinary learning sequences, including integrating the visual and performing arts as applicable to the discipline.

U3.4 Individually and through consultation and collaboration with other educators and members of the larger school community, plan for effective subject matter instruction and use multiple means of representing, expressing, and engaging students to demonstrate their knowledge.

U3.5 Adapt subject matter curriculum, organization, and planning to support the acquisition and use of academic language within learning activities to promote the subject matter knowledge of all students, including the full range of English learners, Standard English learners, students with disabilities, and students with other learning needs in the least restrictive environment.

U3.6 Use and adapt resources, standards-aligned instructional materials, and a range of technology, including assistive technology, to facilitate students' equitable access to the curriculum.

U3.7 Model and develop digital literacy by using technology to engage students and support their learning, and promote digital citizenship, including respecting copyright law, understanding fair use guidelines and the use of Creative Commons license, and maintaining Internet security.

U.3.8 Demonstrate knowledge of effective teaching strategies aligned with the internationally recognized educational technology standards.

MM3.1 Effectively adapt, modify, accommodate, and/or differentiate the instruction of students with identified disabilities in order to facilitate access to the Least Restrictive Environment (LRE).

MM3.2 Demonstrate knowledge of disabilities and their effects on learning, skills development, social-emotional development, mental health, and behavior, and how to access and use related services and additional supports to organize and support effective instruction.

MM3.3 Demonstrate knowledge of atypical development associated with various disabilities and risk conditions (e.g. orthopedic impairment, autism spectrum disorders, cerebral palsy), as well as resilience and protective factors (e.g. attachment, temperament), and their implications for learning.

#### **TPE 4: Planning Instruction and Designing Learning Experiences for All Students**

U4.1 Locate and apply information about students' current academic status, content- and standards-related learning needs and goals, assessment data, language proficiency status, and cultural background for both short-term and long-term instructional planning purposes.

U4.2 Understand and apply knowledge of the range and characteristics of typical and atypical child development from birth through adolescence to help inform instructional planning and learning experiences for all students.

U4.3 Design and implement instruction and assessment that reflects the interconnectedness of academic content areas and related student skills development in literacy, mathematics, science, and other disciplines across the curriculum, as applicable to the subject area of instruction.

U4.4 Plan, design, implement and monitor instruction, making effective use of instructional time to maximize learning opportunities and provide access to the curriculum for all students by removing barriers and providing access through instructional strategies that include:

- appropriate use of instructional technology, including assistive technology.
- applying principles of UDL and MTSS.
- use of developmentally, linguistically, and culturally appropriate learning activities, instructional materials, and resources for all students, including the full range of English learners.
- appropriate modifications for students with disabilities in the general education classroom.
- opportunities for students to support each other in learning; and
- use of community resources and services as applicable.

U4.5 Promote student success by providing opportunities for students to understand and advocate for strategies that meet their individual learning needs and assist students with specific learning needs to successfully participate in transition plans (e.g., IEP, IFSP, ITP, and 504 plans.)

U4.6 Access resources for planning and instruction, including the expertise of community and school colleagues through in-person or virtual collaboration, co-teaching, coaching, and/or networking.



U4.7 Plan instruction that promotes a range of communication strategies and activity modes between teacher and student and among students that encourage student participation in learning.

U4.8 Use digital tools and learning technologies across learning environments as appropriate to create new content and provide personalized and integrated technology-rich lessons to engage students in learning, promote digital literacy, and offer students multiple means to demonstrate their learning.

MM4.1 Demonstrate the ability to use assistive technology, augmentative and alternative communication (AAC) including low- and high-tech equipment and materials to facilitate communication, curriculum access, and skills development of students with disabilities.

MM4.2 Demonstrate the ability to use evidenced-based high leverage practices with a range of student needs, and determine a variety of pedagogical approaches to instruction, including scope and sequence, and unit and lesson plans, in order to provide students with disabilities equitable access to the content and experiences aligned with the state adopted core curriculum.

MM4.3 Demonstrate the ability to identify and use behaviorally based teaching strategies with the understanding that behaviors are communicative and serve a function.

MM4.4 Demonstrate the ability to create short and long-term goals that are responsive to the unique needs of the student that meet the grade level requirements of the core curriculum, and systematically adjusted as needed to promote academic achievement within inclusive environments.

MM4.5 Demonstrate knowledge of core challenges associated with the neurology of open or closed head injuries resulting in impairments and adjust teaching strategies based upon the unique profile of students who present with physical/medical access issues or who retain a general fund of knowledge, but demonstrate difficulty acquiring and retaining new information due to poor memory processing, as well as neuro behavioral issues (e.g., cognition; language; memory; attention; reasoning; abstract thinking; judgment; problem solving; sensory, perceptual, and motor abilities; psychosocial behavior; physical functions; information processing; and speech).

MM4.6 Coordinate, collaborate, co-teach, and communicate effectively with other service providers, including paraprofessionals, general education teachers, parents, students, and community agencies for instructional planning and successful student transitions.

MM4.7 Use person-centered/family centered planning processes, and strengths-based, functional/ecological assessments across classroom and non-classroom contexts that lead to students' meaningful participation in standards-based curriculum, life skills curriculum, and/or wellness curriculum, and that support progress toward IEP goals and objectives.

## **TPE 5: Assessing Student Learning**

U5.1 Apply knowledge of the purposes, characteristics, and appropriate uses of different types of assessments (e.g., diagnostic, informal, formal, progress-monitoring, formative, summative, and performance) to design and administer classroom assessments, including use of scoring rubrics.

U5.2 Collect and analyze assessment data from multiple measures and sources to plan and modify instruction and document students' learning over time.

U5.3 Involve all students in self-assessment and reflection on their learning goals and progress and provide students with opportunities to revise or reframe their work based on assessment feedback.

U5.4 Use technology as appropriate to support assessment administration, conduct data analysis, and communicate learning outcomes to students and families.

U5.5 Use assessment information in a timely manner to assist students and families in understanding student progress in meeting learning goals.

U5.6 Work with specialists to interpret assessment results from formative and summative assessments to distinguish between students whose first language is English, English learners, Standard English learners, and students with language or other disabilities.

U5.7 Interpret English learners' assessment data to identify their level of academic proficiency in English as well as in their primary language, as applicable, and use this information in planning instruction.

U5.8 Use assessment data, including information from students' IEP, IFSP, ITP, and 504 plans, to establish learning goals and to plan, differentiate, make accommodations and/or modify instruction.

MM5.1 Apply knowledge of the purposes, characteristics, and appropriate uses of different types of assessments used to determine special education eligibility, progress monitoring, placement in LRE, and services. Candidates also apply knowledge of when and how to use assessment sources that integrate alternative statewide assessments, formative assessments, and formal/informal assessment results as appropriate, based on students' needs.

MM5.2 Each candidate utilizes assessment data to: 1) identify effective intervention and support techniques, 2) develop needed augmentative and alternative systems, 3) implement instruction of communication and social skills, 4) create and facilitate opportunities for interaction; 5) develop communication methods to demonstrate student academic knowledge; and 6) address the unique learning, sensory and access needs of students with physical/orthopedic disabilities, other health impairments, and multiple disabilities.

MM5.3 Demonstrate knowledge of special education law, including the administration and documentation of assessments and how to hold IEP meetings according to the guidelines established by law.

MM5.4 Demonstrate knowledge of requirements for appropriate assessment and identification of students whose cultural, ethnic, gender, or linguistic differences may be misunderstood or misidentified as manifestations of a disability.

MM5.5 Demonstrate knowledge of second language development and the distinction between language disorders, disabilities, and language differences.

MM5.6 Know how to appropriately administer assessments according to the established protocols for each assessment. Candidates also understand how to implement appropriate accommodations on assessments for students with disabilities that do not fundamentally alter the nature and/or content of what is being tested, and how to use AAC appropriately for facilitating the participation in the assessment of students with complex communications needs.

### **TPE 6: Developing as a Professional Educator**

U6.1 Reflect on their own teaching practice and level of subject matter and pedagogical knowledge to plan and implement instruction that can improve student learning.

U6.2 Recognize their own values and implicit and explicit biases, the ways in which these values and implicit and explicit biases may positively and negatively affect teaching and learning, and work to mitigate any negative impact on the teaching and learning of students. They exhibit positive dispositions of caring, support, acceptance, and fairness toward all students and families, as well as toward their colleagues.

U6.3 Establish professional learning goals and make progress to improve their practice by routinely engaging in communication and inquiry with colleagues.

U6.4 Demonstrate how and when to involve other adults and to communicate effectively with peers and colleagues, families, and members of the larger school community to support teacher and student learning.

U6.5 Demonstrate professional responsibility for all aspects of student learning and classroom management, including responsibility for the learning outcomes of all students, along with appropriate concerns and policies regarding the privacy, health, and safety of students and families. Beginning teachers conduct themselves with integrity and model ethical conduct for themselves and others.

U6.6 Understand and enact professional roles and responsibilities as mandated reporters and comply with all laws concerning professional responsibilities, professional conduct, and moral fitness, including the responsible use of social media and other digital platforms and tools.

U6.7 Critically analyze how the context, structure, and history of public education in California affects and influences

MM6.1 Demonstrate the ability to coordinate and collaborate effectively with paraprofessionals and other adults in the classroom.

MM6.2 Identify and understand conflict resolution techniques that use communication, collaboration, and mediation approaches to address conflicts and disagreements that may arise during the facilitation of an IEP meeting or collaboration with other professionals.

MM6.3 Demonstrate knowledge of historical interactions and contemporary legal, medical, pedagogical, and philosophical models of social responsibility, treatment and education in the lives of individuals with disabilities.

MM6.4 Demonstrate knowledge of federal, state, and local policies related to specialized health care in educational settings.

MM6.5 Demonstrate knowledge of the unique experiences of families of students who are chronically ill, are hospitalized and/or in transition from hospitalization, and/or who have degenerative conditions.

MM6.6 Possess the knowledge that the diminishment or loss of previous abilities (learning, social, physical) may have significant, long-term effects on the self-concept and emotional well-being of the student who acquires a traumatic brain injury as well as on their family members, requiring the provision of appropriate supports and services to address these issues.