

EARLY COMPLETION OPTION

The **Early Completion Option (ECO)** is available to all qualifying program participants in the General Education (Multiple & Single Subject) Induction Program in accordance with Senate Bill 57, Chapter 269, Scott. It is also available to the Special Education (Mild/Moderate and Moderate/Severe) Induction Program. This option serves experienced and exceptional Candidates who meet CGU's established criteria for Early Completers. This option puts Candidates on track to complete their respective Induction program within one year as opposed to the standard two-year program.

The criteria includes, but is not limited to:

- ✓ Verification of no less than one year of recent (within the last five years) teaching experience (as the teacher of record) in California schools.
- ✓ Recommendation from an evaluating school site administrator.
- ✓ A copy of the Candidate's most recent teacher evaluation (from the employer) demonstrating a minimal rating of 'Satisfactory/Proficient' or equivalent based on the elements of the **California Standards for the Teaching Profession (CSTPs)** or similar standards, which include the following areas:
 - Engaging and Supporting all Students in Learning
 - Creating and Maintaining Environments for Student Learning
 - Understanding and Organizing Subject Matter for Student Learning
 - Planning Instruction and Designing Learning Experiences for all Students
 - Assessing Students for Learning
 - Developing as a Professional Educator

In addition to the requirements above, Candidates who have earned a preliminary credential within the past two years will also need to provide the following:

- ✓ Recommendation from Teacher Education credential program clinical supervisor.
- ✓ Recommendation from an administrator from Candidate's Teacher Education credential program.
- ✓ A copy of Candidate's last teacher performance evaluation conducted by the credential program demonstrating a minimal rating of 'Satisfactory/Proficient' or equivalent, based on the elements of the Teacher Performance Expectations (TPEs).

After submitting an application for the ECO option along with required documentation, applicants will be observed (when possible) and interviewed by a designated leader from CGU's Department of Teacher Education. The documents provided by the applicant as well as the observation and interview data will be reviewed by the Induction Program Leadership Team. If it is determined that a one-year program can meet the needs of the applicant, the application for the Early Completion will be approved. Applicants will receive notification within 10 business days following the interview.

Candidates who participate in the Early Completion Option are required to maintain good standing in the Induction Program and at the school site. Midterm progress reports will be issued each semester. Failure to maintain satisfactory progress in relation to program requirements can result in losing ECO privileges. Likewise, if at any point in time CGU determines that the ECO option is either not appropriate for the Candidate or not beneficial to the students and/or school that he/she serves, the ECO option will be revoked. If the Candidate's standing at CGU is not compromised at this time, the Candidate can choose to transfer to the standard two-year Induction Program (if appropriate) or he/she can withdraw from CGU's program. In this situation, refunds for Induction Program classes can only be issued if the classes are dropped before the regular add/drop deadlines published on CGU's website.