



April 1, 2026

To: County Superintendents, District Superintendents, Chief Business Officers (CBO's), Assistant Superintendents, and Directors

From: Angela Williams, M.Ed., Director

Re: North Coast Teacher Induction Program (NCTIP)

Sonoma County Office of Education, as the Local Education Agency (LEA) for the NCSOE, is committed to providing relevant credentialing services throughout the region. NCSOE is continually working to develop research-based learning opportunities for all educators participating in our programs. We are committed to working as collaborative thought-partners with our partner districts to meet their individual district needs.

Teacher Induction

The North Coast School of Education (NCSOE) assists schools and districts in providing the Teacher Induction program that meets both program and credentialing standards for the state of California. NCSOE provides credentialed teachers with specifically-designed, standards-based professional development, mentoring and coaching, credentialing services, and technical assistance aligned to the California Standards for the Teaching Profession (CSTP). New teachers design an Individual Learning Plan (ILP) aligned with district goals and work closely with a Mentor and site administrator who offer “just-in-time” coaching and longer-term analysis of teaching practice to help new teachers develop enduring professional skills.

Fee for Service

NCSOE operates as a “fee for service” model. This model continues to provide increased access to quality credentialing services and support for districts that are employing new teachers in the region. **Program fee DOES NOT include the Mentor stipend or District Coordinator stipend. It is the responsibility of the employing agency to provide compensation to the Mentor unless Mentor Services are contracted through NCSOE at an additional cost.**

Teacher Participants: \$2,500 (per participant)

SCOE and NCSOE are committed to serving the districts of Sonoma County and our regional partners.

Sincerely,

Electronically signed by: Angela Williams
Date: Apr 8, 2026 12:56:56 PDT

Angela Williams, M.Ed.
Director, North Coast School of Education

Cc: Dr. Amie Carter, Sonoma County Superintendent of Schools,
Nicole Rosachi, Director – Human Resources