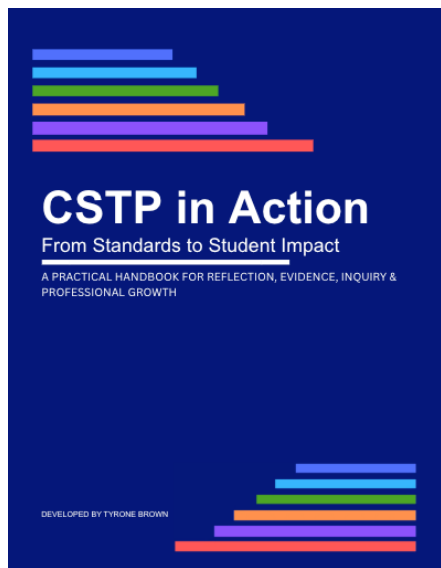


INDUCTION PROGRAM RESOURCE

CSTP in Action

From Standards to Student Impact



A PRACTICAL HANDBOOK

A reflection and professional-growth resource that helps educators connect California teaching standards to observable practice, meaningful evidence, and student experience

WHO IT SERVES

Induction candidates, mentors, reflective coaches, program leaders, and educators supporting new teachers.

Developed by Tyrone Brown | First edition, 2026

Use as a formative coaching and reflection tool alongside your program's existing process.

THREE WAYS TO USE IT IN INDUCTION

- **Set a growth focus**
 - Use a CSTP element and developmental descriptions to select one meaningful inquiry or ILP goal.
- **Guide mentor conversations**
 - Compare classroom observations, teacher reflections, and student evidence during check-ins.
- **Reflect on impact**
 - Revisit the goal after a practice change and identify what students experienced and what to try next.

ONE CYCLE IN PRACTICE

STANDARD

PRACTICE

EVIDENCE

REFLECTION

STUDENT IMPACT

Example - Standards: CSTP 1D (Diversity and Equity). Practice: invite students to help shape a lesson discussion. Evidence: record who participates and collect short student responses. Reflection: review whose voices were heard with a mentor. Student Impact: use student feedback to adjust the next discussion.

Available for institutional ordering

CSTP in Action: From Standards to Student Impact is available through Ingram's global distribution network. Schools, districts, county offices of education, universities, libraries, induction programs, and bookstores may order through their regular purchasing channels using:

ISBN: 979-8-234-24296-9

Publisher: Standards to Impact Press

Retail Price: \$24.99

Independent publication; not an official CTC resource or program requirement

INDUCTION PROGRAM RESOURCE

WHY THIS MATTERS FOR INDUCTION

From Professional Standards to Meaningful Growth and Student Impact

Teacher induction provides candidates an opportunity to move beyond familiarity with the California Standards for the Teaching Profession and use the standards as a framework for meaningful professional growth. Candidates examine their practice, identify areas for growth, engage in inquiry, collect evidence, reflect with a coach, and consider their impact on students.

CSTP in Action: From Standards to Student Impact provides a practical structure for connecting this work.

CONNECTING THE INDUCTION PROCESS

CSTP Self-Assessment → Growth Focus → Inquiry & Practice → Evidence → Reflection → Student Impact → Next Step

Rather than treating the CSTP as a document candidates revisit only when completing a required reflection or self-assessment, CSTP in Action helps make the standards part of an ongoing cycle of professional learning.

MAKING PROFESSIONAL GROWTH VISIBLE

The handbook helps candidates and coaches move from broad professional-growth conversations toward focused questions:

STANDARDS	What aspect of the CSTP am I working to strengthen?
PRACTICE	What will I intentionally try or change in my practice?
EVIDENCE	What evidence will help me understand what is happening?
REFLECTION	What is the evidence telling me about my practice?
STUDENT IMPACT	What changed for students as a result?

SUPPORTING THE WORK PROGRAMS ALREADY DO

CSTP in Action is designed to complement—not replace—an induction program's existing processes.

It can provide a common structure for:

- CSTP self-assessment and reflection
- Individualized Learning Plan and professional-growth goals
- Candidate inquiry cycles
- Reflective coaching and mentor conversations
- Collection and examination of evidence
- Reflection on student experience, learning, and impact

The result is a clearer connection between the standards candidates are studying, the instructional decisions they are making, the evidence they are examining, and the students they serve.

A SIMPLE CYCLE. A DEEPER CONVERSATION.



CSTP in Action helps turn professional standards from something educators read into something educators use. **Intentional Practice. Meaningful Evidence. Brighter Futures.**

DESIGNED TO COMPLEMENT YOUR EXISTING INDUCTION PROCESS

CSTP in Action is not a replacement for your program. It is a practical handbook that organizes and supports the key components of induction you already use.

CSTP Self-Assessment



Use the Standards to Identify Growth

The handbook provides the CSTP, developmental descriptions, and guiding questions to help candidates deepen their self-assessment and identify meaningful areas for growth.

ILP / Professional Growth Goal



Turn Reflection into a Focused Goal

The handbook helps candidates use their self-assessment to select a clear, standards-based ILP or professional-growth goal and develop inquiry questions to guide their learning.

Inquiry Cycle



Plan, Try, Collect, and Learn

The handbook provides structures and examples to help candidates plan intentional practice, collect meaningful evidence, and examine what they are learning through their inquiry.

Reflective Coaching



Strengthen and Deepen Conversations

The handbook offers shared language, guiding questions, and evidence prompts to support focused, reflective conversations between candidates, mentors, and coaches.

A SHARED PROCESS FROM STANDARDS TO STUDENT IMPACT

CSTP in Action aligns with the key components of induction and helps connect them into a clear, ongoing cycle of professional growth.

CSTP Self-Assessment

Understand current practice and identify an initial focus area.

ILP / Growth Goal

Select a standards-based goal and develop inquiry questions.

Inquiry & Practice

Plan and implement intentional practice.

Evidence & Reflection

Collect evidence, reflect, and discuss with a coach.

Student Impact

Examine what changed for students and determine next steps.



SAME PROCESS. STRONGER CONNECTIONS.

CSTP in Action helps make the connections between standards, goals, inquiry, coaching, evidence, and student impact explicit, practical, and sustainable—so candidates and coaches can focus on what matters most: **growing practice and improving student learning.**

CSTP in Action Induction Pilot Proposal

A Six-Week Pilot for Teacher Induction Programs

Prepared by Tyrone Brown | CSTP in Action: From Standards to Student Impact | ISBN 979-8-234-24296-9

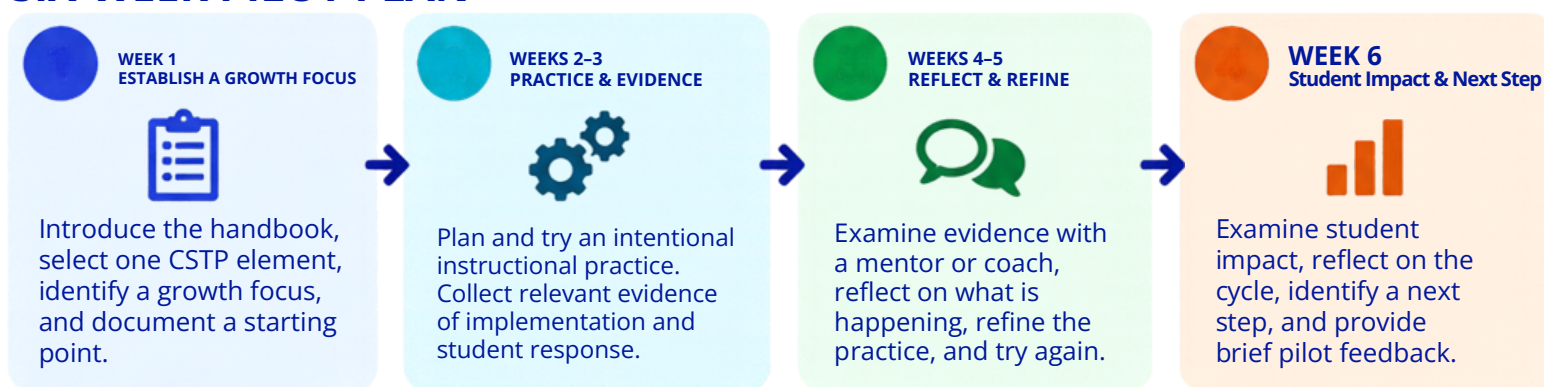


A LOW-RISK WAY TO EXPLORE CSTP IN ACTION

This six-week pilot allows induction programs to explore how CSTP in Action strengthens connections between professional standards, inquiry, evidence, reflective coaching, and student impact.

The pilot is designed to **complement—not replace—existing induction processes**. Candidates and coaches use the handbook during meetings and inquiry work already built into the program.

SIX-WEEK PILOT PLAN



PROGRAM COMMITMENT

A simple, low-lift pilot that fits within your current process.



Length

6 weeks



Suggested cohort

8-12 candidates and their mentors/coaches



Additional Meetings

None required



Program Change

No changes to existing program requirements



WHAT YOUR PROGRAM RECEIVES

Practical support to make implementation easy and meaningful.



CSTP in Action review/pilot resources.



30-minute virtual implementation walkthrough



Suggested six-week implementation sequence



Reflection and inquiry tools



Program lead check-in during the pilot



End-of-pilot feedback summary and implementation recommendations.



ONE CYCLE IN PRACTICE

STANDARD



PRACTICE



EVIDENCE



REFLECTION



STUDENT IMPACT

A candidate selects CSTP 1D: Diversity and Equity, tries one intentional practice, collects evidence of student response, reflects with a coach, and uses the findings to determine the next instructional step.



SIX WEEKS. EXISTING MEETINGS. ONE COMPLETE GROWTH CYCLE.

A practical way to explore the resource before making a broader commitment.

WHAT YOUR PROGRAM RECEIVES

Everything Needed to Put CSTP in Action Into Practice

Practical Resources. Ongoing Support. Ready to Use.

Prepared by Tyrone Brown | CSTP in Action: From Standards to Student Impact | ISBN 979-8-234-24296-9



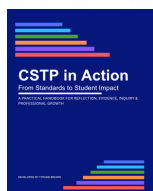
A COMPLETE IMPLEMENTATION PACKAGE

The pilot includes practical resources and support to help your program integrate CSTP in Action into its existing induction process. Everything is designed to be accessible, flexible, and immediately useful for candidates, mentors, coaches, and program leaders.

1

CSTP IN ACTION HANDBOOK

The Core Resource



A practical handbook connecting the California Standards for the Teaching Profession (CSTP) to instructional practice, evidence, reflection, and student impact.

- CSTP overview
- Developmental levels
- Examples of practice
- Evidence ideas
- Reflection tools
- Ready-to-use templates

2

IMPLEMENTATION GUIDE

A Step-by-Step Roadmap



- Six-week implementation sequence
- Suggested meeting agendas
- Facilitation tips for coaches
- Sample timelines
- Integration with existing induction processes

3

REFLECTION & INQUIRY TOOLS

Ready-to-Use Resources



- Inquiry cycle template
- CSTP reflection guides
- Evidence collection planners
- Professional-growth guidance.
- Candidate and mentor use
- Print and digital versions

4

VIRTUAL WALKTHROUGH

Get Started with Confidence



A 30-minute virtual session for program leaders and coaches to review the handbook, implementation plan, and available resources.

- Overview of key features
- How to integrate into existing meetings
- Time for questions
- Recording available

5

PROGRAM-LEAD SUPPORT

Throughout the Pilot



Ongoing support to help your program have a successful and meaningful pilot experience.

- Program-lead check-in during the pilot
- Support for implementation questions
- Optional follow-up consultation
- Responsive communication

6

PILOT FEEDBACK & NEXT STEPS

Inform Future Use



A simple feedback process to capture the experiences of candidates, mentors, and program leaders.

- End-of-pilot feedback summary
- Key themes and recommendations
- Guidance for next steps
- Option to extend or expand implementation.



REVIEW COPIES & GROUP PRICING

Available for induction programs, districts, and educator-preparation partners.

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