

PADLET



NESD

Professional Employee Induction Program

2019-2020



Welcome!

Congratulations!

Administrator Introductions:

Dr. Michele Hartzell	Mr. Jeff Fox	Mr. Greg Beardsley
Dr. Jennifer Ritter	Mr. Brian Emick	Dr. Steven Karns
Dr. William Renne	Mrs. Brianne Hodges	Mr. Nate Otis

SUPERINTENDENT'S WELCOME & WORDS OF WISDOM

Dr. Michele Hartzell



BUSINESS MANAGER'S WELCOME & WORDS OF BENEFITS

Mr. Jeff Fox



NORTH EAST EDUCATIONAL ASSOCIATION (NEEA) INFORMATION

Mrs. Laura Fordyce, 5th Grade ELA

The logo features the text "I ❤️ PUBLIC SCHOOLS" in a bold, black, sans-serif font. A red heart symbol is positioned between the "I" and "PUBLIC". The text is centered within a large, light gray circular frame. Below the main frame, there is a smaller, solid black circle with a light gray border.

**I ❤️ PUBLIC
SCHOOLS**

2019
–
2020

TODAY'S AGENDA

2019
–
2020

Congratulations!

Induction Program Resource Web Location

Google Classroom

What a Teacher Makes

NESD Induction Program Beliefs

What Does the Research Say?

The Purpose of an Induction Program

Objectives

How the Program Works

Professional Development Initiatives

Characteristics of an Effective Mentor

Checklists

Mentor, New Teachers, and Administration

2019
-
2020

Summary

Question and Answers

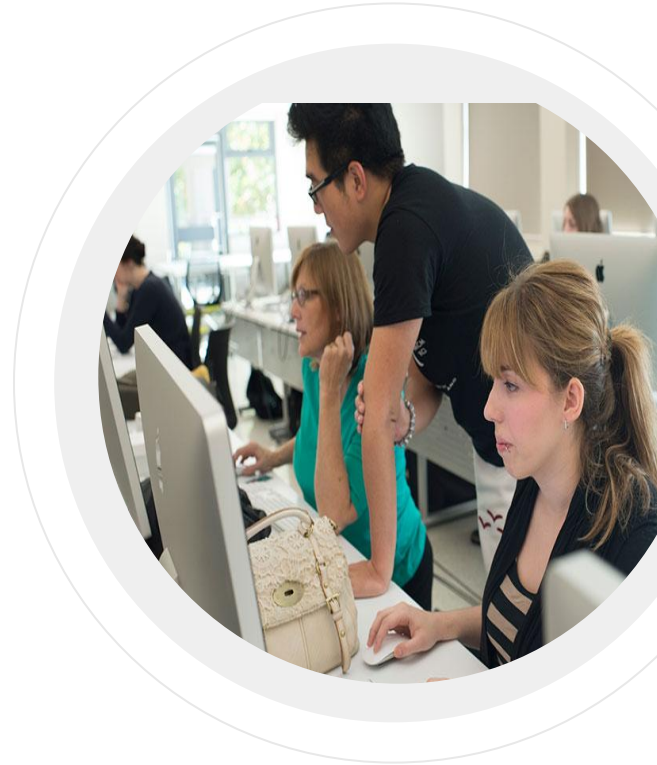
School District Tour

Reflection

Induction Program Purpose

To retain new teachers through a district-organized program that supports and trains new teachers

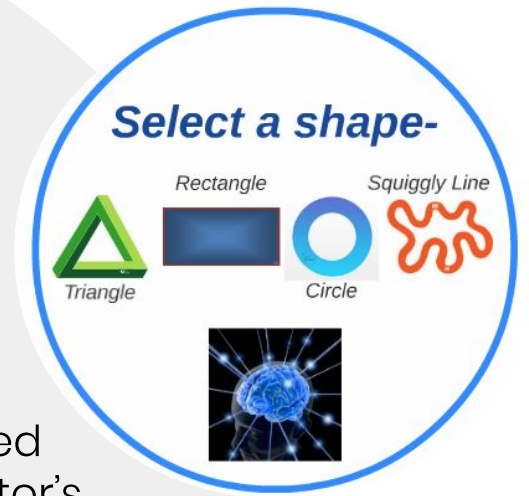
Ultimate purpose: Student success!



“ SELECT A SHAPE!

Around the room you may have noticed various shapes posted. At your facilitator's prompting, please move to the shape that you most identify with.

Once there, have a conversation about why you selected the shape with your colleagues. Be prepared to share with the entire group.



TRIANGLE

- Organized
- Focused
- Strong Leader
- Able to Delegate





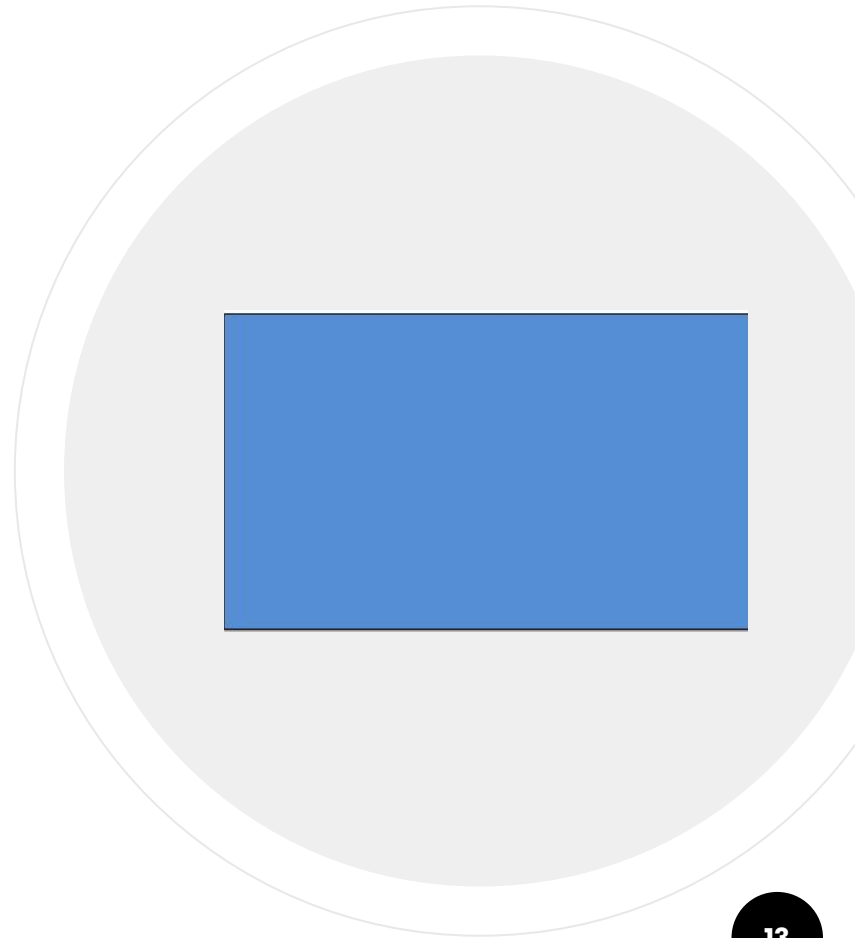
CIRCLE

- Creature of habit
- Friendly
- Caring and sensitive
- Social in and out of work



RECTANGLE

- Tidy, logical, and practical
- Intolerant of sloppy work
- Very dependable



SQUIGGLE

- o Party Animals



SQUIGGLE

- Creative and witty
- Unique
- Challenger of the “status quo.”



Connections & Building Relationships

Please state your name, where you went to high school and college, teaching experiences and one thing about yourself students would be surprised to hear. Mentors include years of service in the NESD.

The importance of developing connections and building relationships!



Guidelines for Effective Mentors

- Establish rapport
- Be friendly and positive
- Acknowledge the mentee's skills
- Emphasize the importance of the teacher's role
- Be tactfully honest
- Be empathetic
- Provide articles, websites, or techniques in order to demonstrate helpfulness (be a professional)
- Be a good listener
- Set realistic mentor-role expectations
- Provide open and honest feedback in a caring, nurturing environment
- Share ideas and solutions
- Fill their bucket



Confidentiality

What happens between a mentor and their mentee... remains between a mentor and their mentee.

You are not an evaluator.

You are not part of their professional review.

The degree to which you hold true to confidentiality is the degree to which trust exists in your relationship.



Induction Program Checklist

New Teacher Year One:

Mentor Year One:

Administrator's Year One:



2019
-
2020

BREAK TIME

Please take a ten minute break to use the restroom, chat with your mentor, or refill coffee.

Be ready to go in 10 minutes. Thanks!

GOOGLE CLASSROOM

INDUCTION NESD 2019-2020



INDUCTION PROGRAM RESOURCES LOCATION

- Please visit www.nesdl.org
- Click on the menu option to **Staff**
- Once Staff Resources opens, choose the induction program button.



SAPPHIRE

Sapphire Software

Sapphire Suite

WELCOME




North East School District

Username

Password

LOGIN ▶



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What a Teacher Makes

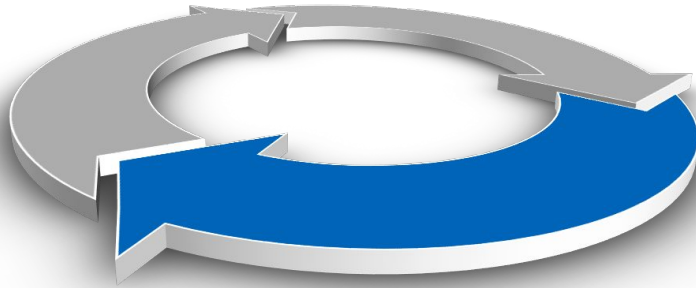
Passion.

Make positive phone calls.... A good habit

Don't ever underestimate the relevance of what you do and what you mean to students. You are here to make a difference.

NESD Primary Administrative Goals:

Establish and assess student achievement objectives via data driven decision making.



Alignment of Curriculum with PA Core Standards

Establish Professional Learning Communities focused on improving student performance.



NESD Induction Beliefs

- Every child –and every new teacher– should be treated with **dignity** and **respect**.
- Every child–and every new teacher– **can learn and succeed**.
- **Every new teacher is a valued human resource**, a person who has invested years in preparing for a life **dedicated to helping young people**; we have a **responsibility to see that these new teachers will learn and succeed**– just as we have a responsibility to ensure that every child will learn and succeed.



NESD Induction Beliefs Cont'd

- New teachers must be trained if we want them to succeed. It is much better to train new teachers and risk losing them than not train them and risk keeping them.
- An induction program is the best way to send a message to your teachers that you value them and want them to succeed and stay.





“Structured, sustained, intensive professional development programs that allow new teachers to observe others, to be observed by others, and to be part of networks or study groups where all teachers share with each other and learn to respect each other’s work” (Hiebert, Gallimore, Stigler)

Objectives:

- To provide inductees the opportunity to acquire and develop the knowledge and skills associated with mature professional performance.
- To provide a multiple source support system for inductees.
- To assist inductees with the mastery of instructional delivery skills including communication skills, material selection, classroom management, effective teaching techniques, and curriculum planning, effective assessment practices, data analysis, and reflection.



Objectives:

- To familiarize inductees with district policies and procedures, including special education, gifted students, and 504 plans.
- To establish collegial relationships between the inductee and a supportive mentor teacher.
- To provide leadership opportunities for experienced teachers.



How the Induction Program Works

- Orientation program
- Mentoring by an experienced teacher
- Classroom visits and observations by peers
- Staff development activities/professional reading and study
- Documentation
- Reflection, reflection, reflection!



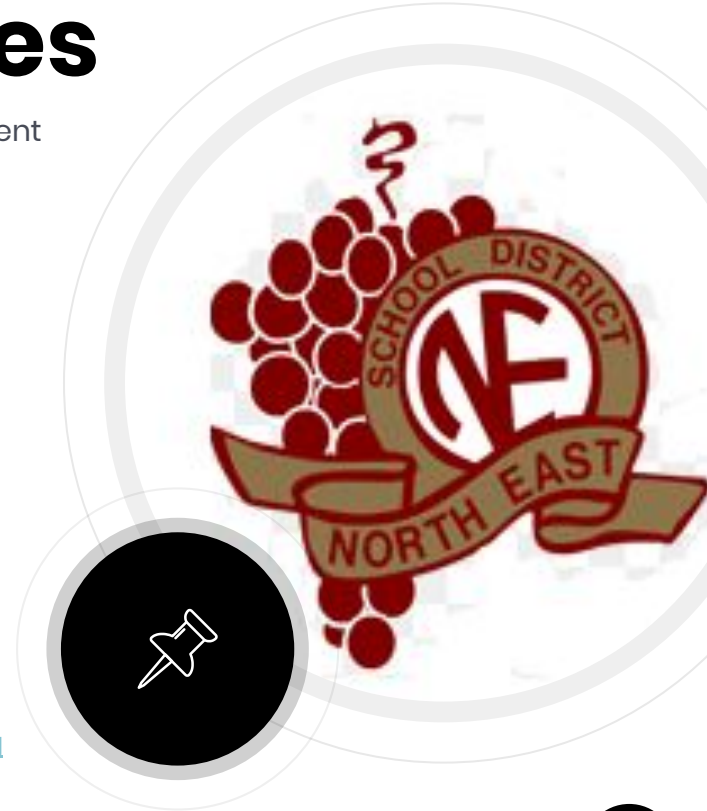
Documentation/Induction Log

- Certified teachers after June, 1987 are mandated to have on record documentation of their participation in an induction program.
- Each new teacher inductee will maintain a log of induction program activities.
- The log is the responsibility of the new teacher inductee and will be submitted to the building level principal at the end of the school year.
- Building principals will forward signed logs to the Induction coordinator, Mr. Beardsley who will review and submit to the central office where they will become part of your personnel record.
- A certificate of completion will be issued at this time.



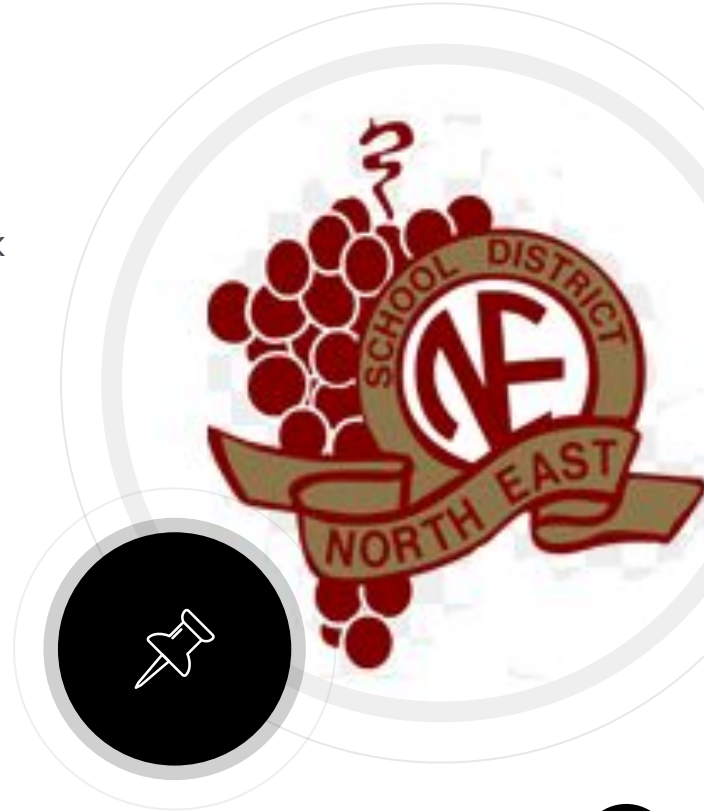
NESD Professional Development Initiatives

- Creating a culture of learning communities and continuous improvement
- FISH program
- Curriculum maps, pacing charts and PA Core transition
- Teacher and principal effectiveness
- Technology One-to-One Chromebooks
- Data driven instruction; PSSA, PVAAS, NWEA, study island, local assessments,data,data,data!
- Sapphire
- K-8 writing
- Mindset by Carol Dweck
- K-12 Comprehensive Guidance Program 339 Plan
- Pa Future Ready Index <https://www.youtube.com/watch?v=DB7zzjBE0Gg>



Creating a Culture of Learning

- Teach the essential learning of the course and provide evidence of the extent of each student's proficiency.
- Be positive contributing members of our team as we work together interdependently to achieve common goals.
- Provide timely feedback to students, parents and designated staff regarding student achievement
- Continually look for ways to help each other help all students achieve success.
- Showing Professionalism.
 - *Self-directed professional development (webinars, Ted Talks, online conferences, social media to seek help, online courses, Twitter who do you follow?)*



Overview of Induction Program Suggested Topics

- **August/September**...preparing to teach/survival guide
<https://www.teachingchannel.org/videos/setting-classroom-tone>
- **October**...teacher effectiveness program
- **November**...parent communication
- **December**...technology and data
- **January**...counseling program
- **February**...pupil support services
- **March**...budget process
- **April**...reflection and program evaluation
- **May**...conference with building principal and mentor

Teacher Evaluation

- https://www.paetep.com/northeast/Home_Public.aspx
 - Walkthrough and anecdotal records
 - Formal observation
 - SLO
 - Rating form 82-1

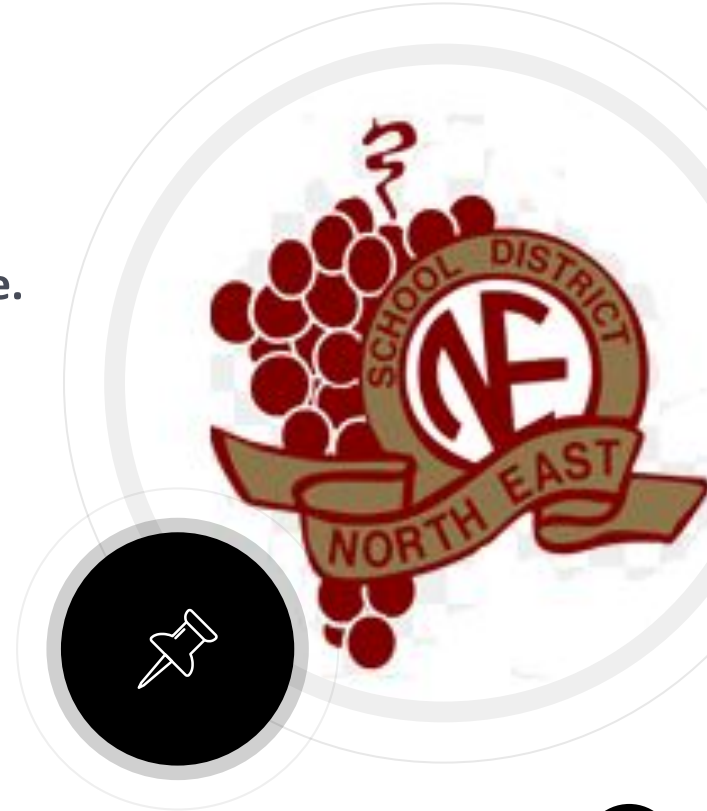


GAME TIME

KAHOOT

In Conclusion

- When teachers are trained and supported, they succeed and stay.
- When teachers succeed and stay, **students achieve.**
- **Effective Teachers:**
 - Have their rooms ready
 - Have engaging and challenging lessons designed
 - Have themselves ready with a “+” attitude and high expectations for all to exceed
- **MAKE IT HAPPEN!**





**QUESTIONS
REFLECTION
DISTRICT TOUR**