



# **INDUCTION TEACHER PROGRAM GUIDE 2019**

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## **PROGRAM VISION, MISSION, AND GOALS**

**Program Vision:** To develop and implement support systems for Induction teachers.

**Program Mission:** To increase the retention rate and effectiveness of early career teachers through a planned and intentional support system.

### **Program Goals:**

- To provide all Induction teachers with a trained mentor.
- To help Induction teachers attain high and rigorous teaching practices.
- To build a deep, rich understanding of the South Carolina Teaching Standards 4.0.

### **Program Activities:**

- To engage all Induction teachers in a two-day New Hire Orientation with department and division directors.
- To orient all Induction teachers to the school, policies, and procedures through a school orientation with school administrators or administrator designee.
- To share with all Induction teachers and make aware of professional practices and expectations through Personnel Policies under Section G through Board adopted policies.
- To participate in monthly activities designed to increase knowledge and preparation for evaluation with the South Carolina Teaching Standards 4.0.

## CONFIDENTIALITY STATEMENT

Within the Induction Teacher Program, statements, comments and other examples provided or discussed during programming will be kept confidential. *NO* Induction teacher should feel threatened or intimidated that any information shared will be used against their evaluation, performance preparation or in other area of teaching and learning.

Furthermore, Induction teachers will be able to freely discuss with their mentor confidential information that should not be shared unless there is threat to harm students, staff and/or others.

## **Expectations of a New Teacher through Professionalism**

### **(South Carolina Teaching Standards 4.0)**

#### **Growing and Developing Professionally:**

- The educator is prompt, prepared, and participates in professional development meetings, bringing student artifacts (student work) when requested.
- The educator appropriately attempts to implement new learning in the classroom following presentation in professional development meetings.
- The educator develops and works on a yearly plan for new learning based on analyses of school improvement plans and new goals, self-assessment, and input from the teacher leader and principal observations.
- The educator selects specific activities, content knowledge or pedagogical skills to enhance and improve his/her proficiency.

#### **Reflecting on Teaching:**

- The educator makes thoughtful and accurate assessments of his/her lessons effectiveness as evidenced by the self-reflection after each observation.
- The educator offers specific actions to improve his/her teaching.
- The educator accepts responsibilities contributing to school improvement.
- The educator utilizes student achievement data to address strengths and weaknesses of students and guide instructional decisions.

#### **Community Involvement:**

- The educator actively supports school activities and events.

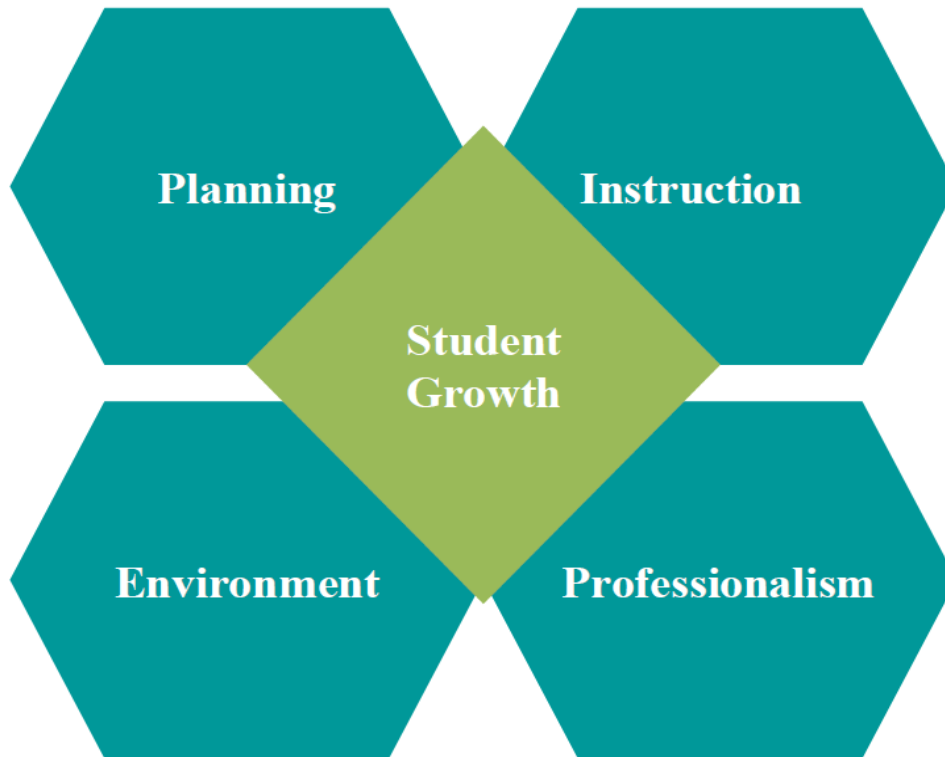
#### **School Responsibilities:**

- The educator accepts leadership responsibilities and/or assists peers contributing to a safe and orderly school environment.

## Induction Teacher Calendar

August 7, 2019 August 8, 2019	New Hire Orientation- Two day orientation
August 20, 2019 August 22, 2019	Induction Teacher- SCTS 4.0 Orientation Annual and Comprehensive Formative-SCTS 4.0 Orientation
August 27, 2019	Student Learning Objective Orientation- (SLO)
August 29, 2019	Induction Teacher Class: SCTS 4.0- Domain: Planning
September 19, 2019	Induction Teacher Class: SCTS 4.0- Domain: Instruction
October 24, 2019	Induction Teacher Class: SCTS 4.0- Domain: Instruction
November 21, 2019	Induction Teacher Class: SCTS 4.0- Domain: Environment
December 19, 2019	Mentors and Induction Teachers joint meeting
January 30, 2020	Mentor and Induction Teachers joint meeting
February 27, 2020	Induction Teacher Class: SCTS 4.0-Domain: Professionalism
March 26, 2020	Mentor and Induction Teachers joint meeting

## South Carolina Teaching Standards 4.0 Model



**“Effective teachers have always focused on identifying student strengths and weaknesses, facilitating meaningful student learning, and monitoring student progress towards their educational goals. Including student growth measures within teacher evaluation simply rewards and recognizes a focus on what matters most: our children.” *Expanded ADEPT 2018 Guidelines***

