

Prairie

Rose

Induction for

New

Teachers

Program



Prairie Rose School Division—Alberta, Canada

This is a comprehensive program which includes eight different components. This program has been developed by and is offered through the efforts of our Master Induction Trainers (a.k.a. MITs).

1. SIP (Summer Induction Program)

- Teachers new to Prairie Rose
 - Three full days prior to students arriving
 - Focus is on “Wonging” them and preparing them for the First Day of School—setting up routines and procedures
- Second year teachers
 - Two full days prior to students arriving
 - Focus is on Covey’s *Seven Habits of Highly Effective People*
- Third year teachers
 - One full day prior to students arriving
 - Focus is on *The Educator as a Professional*

2. Four afternoon sessions during the year

- First year
 - Four hour sessions in October, November, February, and April that focus on Classroom Management and Discipline
- Second year
 - Four afternoon sessions in October, November, February, and April that focus on Differentiation of Instruction and Learning Styles
- Third year
 - Four afternoon sessions in October, November, February, and April that focus on Assessment FOR Learning and Adapting to Change

3. Mentorship

- Every teacher is assigned a mentor at their school. The mentor is a Master Teacher who is selected by the Principal.
- Mentors attend a one-day Mentoring workshop provided by the University of Lethbridge.
- Protégés observe the Mentor teaching and the Mentor observes the Protégé teaching.

4. Online Classroom Management Course

- Every new teacher is given a free copy of Harry Wong's *The First Days of School* book and is required to have this read before the SIP.
- Every new teacher is funded to participate in the 20-hour *Classroom Management with Harry and Rosemary Wong* online course prior to the SIP.
- Twenty-five percent of all of our teachers have participated in the online course. The goal is to have every teacher in Prairie Rose complete the course within the next 4 years.

5. Classroom Demonstration and Model Classrooms

- Master teachers demonstrate how to set up routines and procedures at the SIP.
- Protégés are required to visit Model classrooms during the year. The focus will be to observe how Master Teachers have set up routines in their own classrooms and how the students are functioning within their systems. The emphasis is on Classroom Management and Cooperative Learning.

6. Graduation

- A major celebration is held at the end of the year in May.
- This is not a Graduation, but rather a Celebration of Education and the protégé's success.
- Protégés, their guests, Administrators, Mentors, Division-office staff and the School Board come together to share in a celebration of food, fellowship, and recognition of their accomplishments.

7. A Structure for Networking

- Protégés are given extensive time at our SIP and afternoon sessions to meet with each other and share concerns and successes.
- Protégés are encouraged to use our email system and videoconferencing suites to share with each other throughout the year.

8. Positive Climate and Support

- This Induction program is supported, both financially and in principle, starting at the School Board level and continuing through to the Administration and the staffs at the school level.