

Flowing Wells School District Tucson, Arizona

Flowing Wells Institute for Teacher Renewal and Growth



New Teacher Induction Program

- ❖ Eight day Induction Program
 - ◆ Four days before school begins
 - ◆ Four days during the school year (release time for new teachers)
- ❖ Classroom Demonstrations: Classrooms which model the First Days of School Procedures and Routines. New Teachers are given cameras so they are able to photograph the rules and procedures on the walls of master teachers
- ❖ Bus tour conducted by superintendent which familiarizes new teachers with the culture and community of the district
- ❖ A graduation luncheon celebration with framed certificates for each new teacher presented by the superintendent
- ❖ Mentor in same grade level or content
- ❖ Coaching follow-up for each new teacher with eleven classroom contacts by the full-time Staff Development Coordinator
- ❖ Monthly support seminars for networking, support and collaboration
- ❖ Induction is aligned with the Arizona Teaching Standards
- ❖ Partnership with Northern Arizona University for teachers to receive university credit for Induction
- ❖ Comprehensive on-going staff development program which meets the needs of novice to expert level teachers
- ❖ Complete support for teacher training for over twenty years by the Governing Board and Administration