



INDUCTION PROGRAM

Hopewell Public Schools – Hopewell, Virginia

- “New teachers” are defined as new to the Hopewell School System, irregardless, of their level of experience.
- Four days of orientation before all staff return is conducted. The first day includes a day on core curriculum, special education, State testing and No Child Left Behind. The second day is devoted to SET II (Skills for Effective Teaching – the Madeline Hunter Model). The third and fourth day focus on technology training.
- A field trip during orientation takes the teachers around the community and ends at a historical home where the Historic Hopewell Foundation welcomes them.
- A "welcome" breakfast is hosted by the Chamber of Commerce.
- Three years of ongoing, structured training and support is provided by the SET coaches.
- Training in SET II consists of three sessions the first year and a review in the second year.
- The ETS Pathwise Induction Program is used with teachers having no experience to augment the SET II Program.
- Observations and feedback by SET coaches are provided all new teachers.
- Opportunities to visit classrooms of master teachers over a three year period are arranged.
- Support of a H.A.T.S. (Hopewell Assisting Teachers for Success) buddy is provided.
- A “get together” luncheon is held for the new teachers and their buddies.
- Support of lead teachers in core content areas and special education are provided.
- Observation of modeling instructional strategies by lead teachers is arranged.
- Collaborative planning and sharing of resources with grade level, team and/or department is conducted.

- Observations and feedback is conducted by Core Curriculum Supervisors.
- Provisions for networking among new teachers are arranged.
- A Celebration is held at the end of the school year to recognize the new teachers and their supporters.