



Islip School District Islip, New York

New Teacher Induction Program

- Three day summer orientation for all non-tenured teachers. Orientation includes classroom management strategies, team building activities, model lessons, and how to be successful from the very first day
- Three year program where each year an established curriculum is presented in monthly workshops
 - In year one, new teachers work with *The Effective Teacher* series by Harry Wong
 - In year two, teachers work on Linda Albert's *Cooperative Discipline*.
 - In year three teachers are introduced to Character Education. Year three teachers also learn how teachers are change agents and work on Spencer Johnson's change profiles through *Who Moved My Cheese?*
- The implementation of mentoring as a component of induction
- The emergence of professional communities
- The infusion of workshops focused on lesson plan development, cooperative learning, study skills, self-esteem for educators, time management, learning styles, and parent communication
- The involvement of building and central office administration
- Facilitated by the Director of Human Resources
- Supported by the teachers association and new contract language mandates attendance
- Endorsed by the Board of Education and the Superintendent
- Provides ongoing and sustained professional development which is continued with mandated staff development hours after tenure is granted