



FIRST Program

(Framework for Inducting, Retaining, and Supporting Teachers)

Lafourche Parish Public Schools -- Thibodaux, Louisiana

- Four days of training in classroom management and basic instructional strategies prior to the beginning of school
- A "welcome" dinner hosted by the Chamber of Commerce
- Support of a mentor for two years
- Opportunities to visit "demonstration" classrooms
- Monthly support group meetings
- Three years of ongoing, structured training
- Curriculum Coordinators oversee the entire 3-year induction process
- School-based curriculum facilitators work with new teachers as often as needed
- Provisions for networking among new teachers
- "Induction Review Day" in April at end of first year
- Separate induction training for experienced teachers new to the district
- Ongoing training and support during years one and two for the Louisiana Teacher Assistance and Assessment Program
- Adopted as a statewide model by the Louisiana Department of Education