



**FLOWING WELLS SCHOOL DISTRICT
INSTITUTE FOR TEACHER RENEWAL AND GROWTH
PROFESSIONAL DEVELOPMENT**



Teacher Induction -----> **Teacher Leadership**

	<u>Novices</u> (1st year teachers)	<u>Advanced Beginners</u> (2nd year teachers)	<u>Competent</u> (3rd year teachers)	<u>Proficient and Expert</u> (4th – 8th year +)
<u>Workshops</u>	<u>Induction</u> <ul style="list-style-type: none"> ▪ <u>Procedures/Routines</u> ▪ <u>Instruction</u> ▪ <u>Community Culture</u> ▪ <u>Lesson Delivery Models</u> ▪ <u>Management</u> 	<u>Intermediate Instruction</u> <ul style="list-style-type: none"> ▪ <u>EEL Refresher Course</u> ▪ <u>Class Management</u> ▪ <u>Task Analysis</u> <u>Content Areas</u> <ul style="list-style-type: none"> ▪ <u>Reading</u> ▪ <u>Writing</u> ▪ <u>Science</u> ▪ <u>Math</u> 	<u>Advanced Instruction</u> <ul style="list-style-type: none"> ▪ <u>Cooperative Learning</u> ▪ <u>Creativity and Higher-Level Thinking</u> <u>Content Areas, continued</u> <u>Curriculum Development and Assessment</u>	<u>Curriculum Development and Assessment, continued</u> <u>Data Analysis</u> <u>Instructional Coaching and Supervision</u> <u>Reading Coaching</u> <u>Science Coaching</u>
<u>Key Concepts</u>	<ul style="list-style-type: none"> ▪ <u>Engaging all students</u> ▪ <u>Assessment</u> ▪ <u>Classroom mgmt.</u> ▪ <u>Planning skills</u> ▪ <u>Basic instructional delivery</u> ▪ <u>Special education modifications</u> 	<ul style="list-style-type: none"> ▪ <u>Basic learning theory</u> ▪ <u>Variables of classroom management</u> ▪ <u>Curriculum sequence</u> ▪ <u>Content area adaptations</u> 	<ul style="list-style-type: none"> ▪ <u>Higher-level thinking</u> ▪ <u>Transfer theory</u> ▪ <u>Teaching of concepts and processes</u> ▪ <u>Student self-esteem</u> ▪ <u>Designing rigorous and relevant curriculum</u> 	<ul style="list-style-type: none"> ▪ <u>Teaching of concepts and processes continued</u> ▪ <u>Designing rigorous and relevant curriculum, continued</u> ▪ <u>Data-based decision making</u> ▪ <u>Mentoring</u> ▪ <u>Coaching</u> ▪ <u>Leadership theories</u>
<u>Follow-Up Coaching</u> <u>Mentors</u> <u>Instructional Coaches</u>	<p style="text-align: center;"><u>Formative</u></p> <ul style="list-style-type: none"> ▪ <u>4 classroom observations and conferences with PD Director/Specialist</u> ▪ <u>1 “SPA” day with mentor</u> ▪ <u>Ongoing contacts with mentor</u> <p style="text-align: center;"><u>Summative</u></p> <ul style="list-style-type: none"> ▪ <u>2-3 observations (Principal) & Student Achievement Action Plan</u> 	<p style="text-align: center;"><u>Formative</u></p> <ul style="list-style-type: none"> ▪ <u>3 classroom observations with site-based Instructional Coach</u> ▪ <u>1 observation of a mentor</u> ▪ <u>1 observation by a mentor</u> ▪ <u>Additional follow-up based on workshop participation</u> <p style="text-align: center;"><u>Summative</u></p> <ul style="list-style-type: none"> ▪ <u>2-3 observations (Principal) & Student Achievement Action Plan</u> 	<p style="text-align: center;"><u>Formative</u></p> <ul style="list-style-type: none"> ▪ <u>2 classroom observations with site-based I.C.</u> ▪ <u>Additional follow-up based on workshop participation</u> <p style="text-align: center;"><u>Summative</u></p> <ul style="list-style-type: none"> ▪ <u>2-3 observations (Principal) & Student Achievement Action Plan</u> 	<p style="text-align: center;"><u>Formative</u></p> <ul style="list-style-type: none"> ▪ <u>Informal peer coaching</u> ▪ <u>Additional follow-up based on workshop participation</u> <p style="text-align: center;"><u>Summative</u></p> <ul style="list-style-type: none"> ▪ <u>Alternative evaluation: 1 observation (Principal) & Student Achievement Action Plan</u> ▪ <u>Traditional evaluation: 1-2 observation (Principal) & Student Achievement Action Plan</u>

Classroom -----> **District/Community**