

FLOWING WELLS SCHOOL DISTRICT

NEW TEACHER INDUCTION – FORMAL TRAINING

Induction includes 8 days of training. Days 1-4 occur prior to the start of the school year.
 “New Teacher” includes all teachers new to FW District (first-year OR experienced)

CATEGORIES OF SUPPORT (Adapted from Odell)

	New Teachers Total # of hours	Induction Days 1-4 # of hours	Ongoing Training # of hours
<u>Organizational Culture:</u> Giving information to transmit the culture of the system and organization. Guidelines, expectations, policies, procedures, customs, beliefs, core values.	4 hours	3 hours	1 hour
<u>Systems Information:</u> Giving information related to procedures, guidelines, and expectations of the school district and the school.	4 hours	3 hours	1 hour Ongoing through mentorship and “New Teacher meetings”
<u>Resources:</u> Collecting, disseminating, or locating materials or other resources.	1 hour		1 hour Ongoing through mentorship and “New Teacher meetings”
<u>Instructional Information:</u> Giving information about teaching strategies or the instructional process.	28 hours	11 hours	17 hours
<u>Emotional Support:</u> Offering support by listening empathetically and sharing experiences.	3 hours	1 hour	2 hours and Ongoing at follow-up coaching and “New Teacher Meetings”
<u>Advice on Student Management:</u> Giving guidance and ideas related to discipline and managing students. *All new teachers required to read <i>First Days of School</i> by Harry Wong.	2 hours	2 hours	Ongoing at follow-up sessions and “New Teacher Meetings”
<u>Advice on Scheduling and Planning:</u> Offering information about organizing and planning the school day.	1 hour		1 hour and Ongoing through mentorship and “New Teacher meetings”
<u>Help with Classroom Environment:</u> Helping arrange, organize, or analyze the physical setting of the classroom.	2 hours	2 hours	Ongoing through mentorship and “New Teacher meetings”
<u>Demonstration Teaching:</u> Teaching while new teacher observes, preceded and followed with conferencing to focus and analyze instructional strategies.	7 hours	2 hours	5 hours
<u>Coaching:</u> Critiquing and providing feedback on the teacher’s performance.	10 hours		10 hours

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<p><u>Advice on Working with Parents:</u> Giving help or ideas related to conferencing or working with parents.</p>			Ongoing through mentorship and "New Teacher meetings"
<p><u>Special Education Issues:</u></p>	2 hours		2 hours and ongoing through mentorship and "New Teacher meetings"
<p><u>Other topics or activities:</u></p> <ul style="list-style-type: none"> * See attached brochure for ongoing professional development program for second year teachers and above. * New teacher contract includes four before school induction days – no extra money. * Substitutes are hired for teachers who attend workshops during school hours. * Technology Training available after first year in district. * Methods used to evaluate success: <ul style="list-style-type: none"> - Participant feedback - Teacher retention - Teachers' voluntary participation in workshops beginning in 2nd year - Recruitment numbers - Student test scores used to provide areas for professional development focus 			