

Catalina Foothills School District
Great Beginnings: Systems for Success Induction Program
(Educators Entering Year 1 or 2 and Educators with Alternative Certification)

YEAR ONE INSTRUCTIONAL SUPPORT				
New Teacher Orientation (NTO)	Instructional Coaching	Mentor	Collaborative Inquiry Teams	Reflect & Refresh Meeting
<p>Educators attend four half days of training at the PLC, with Learning Support Specialists, district leaders, teacher leaders, & STEM Integration Specialists (day 1). NTO includes:</p> <ul style="list-style-type: none"> - Culturally Responsive Teaching & Learning - Planning & Learning Environment - Curriculum & Materials/Resources - Assessment & Grading Practices - Classroom Management - Technology Resources - Human Resources & Special Education Information - School/Site Orientation 	<p>Educators will work with a district Learning Support Specialist to receive feedback on instructional practices through coaching. Coaching includes:</p> <ul style="list-style-type: none"> - At least one observation with a planning & reflection conference per month - Additional observations & conferences based on educator needs 	<p>Educators will be matched with a mentor who will provide at least 20 hours of ongoing support & assistance before & throughout the year for collaboration & planning on grade-level content areas, including:</p> <ul style="list-style-type: none"> - CFSD curriculum, materials/ resources, annual plans, unit plans, daily lesson plans, common assessments for the grade level/course curriculum, etc. - Resiliency strategies 	<p>Educators will engage in school improvement inquiry cycles facilitated by Learning Support Specialists.</p>	<p>Educators will meet mid-year (Nov/Dec) to reflect on professional growth, collegial relationships, & resiliency.</p>
YEAR TWO INSTRUCTIONAL SUPPORT				
Summer Institute		Instructional Coaching		
<p>Following Year 1 in CFSD, educators will attend a Summer Institute in June for 4 half days. There is an option to choose an additional session. Breakout sessions are determined according to educator choice & research-based practices.</p>		<p>Educators will work with a district Learning Support Specialist to receive feedback on instructional practices through coaching. Coaching includes:</p> <ul style="list-style-type: none"> - At least two observations with a planning & reflection conference per semester - Additional observations & conferences based on educator needs 		
YEAR THREE INSTRUCTIONAL SUPPORT				
Professional Learning Choices & Coaching			Differentiated Instruction	
<p>Professional Learning Seminars: Educators will attend one professional learning seminar per semester on a topic of their choice (<i>session topics subject to change based on need & interest</i>). Seminars may focus on the following topics:</p> <ul style="list-style-type: none"> <li style="width: 33%;">- Culturally Responsive Teaching & Learning <li style="width: 33%;">- Collaboration <li style="width: 33%;">- Assessment Planning & Feedback <li style="width: 33%;">- Checking for Understanding <li style="width: 33%;">- Self-Reflection / Self-Regulation <li style="width: 33%;">- Questioning <p>Implementation Coaching with Learning Support Specialist:</p> <ul style="list-style-type: none"> - At least one observation with a planning and reflection conference per semester. - Additional observations & conferences based on individual needs/experience. 			<p>Following Year 3, educators will attend a two-day professional learning seminar in May/June on Differentiated Instruction.</p>	

Catalina Foothills School District
Great Beginnings: Systems for Success Induction Program
 (Educators Entering Year 3-5)

YEAR ONE INSTRUCTIONAL SUPPORT			
New Teacher Orientation (NTO)	Instructional Coaching	Mentor	Reflect & Refresh Meeting
<p>Educators attend four half days of training at the PLC, with Learning Support Specialists, district leaders, teacher leaders, & STEM Integration Specialists (day 1). NTO includes:</p> <ul style="list-style-type: none"> - Culturally Responsive Teaching & Learning - Planning & Learning Environment - Curriculum & Materials/Resources - Assessment & Grading Practices - Classroom Management - Technology Resources - Human Resources & Special Education Information - School/Site Orientation 	<p>Educators will work with a district Learning Support Specialist to receive feedback on instructional practices through coaching.</p> <p>Coaching includes:</p> <ul style="list-style-type: none"> - At least one observation with a planning & reflection conference per semester - Additional observations & conferences based on educator needs 	<p>Educators will be matched with a mentor who will provide at least 20 hours of ongoing support & assistance before & throughout the year for collaboration & planning on grade-level content areas, including:</p> <ul style="list-style-type: none"> - CFSD curriculum, materials/ resources, annual plans, unit plans, daily lesson plans, common assessments for the grade level/course curriculum, etc. - Resiliency strategies 	<p>Educators will meet mid-year (Nov/Dec) to reflect on professional growth, collegial relationships, & resiliency.</p>
YEAR TWO INSTRUCTIONAL SUPPORT			
Summer Institute	Professional Learning Choices & Coaching		Differentiated Instruction
<p>Following Year 1 in CFSD, educators will attend a Summer Institute in June for 4 half days. There is an option to choose an additional session. Breakout sessions are determined according to educator choice & research-based practices.</p>	<p>Professional Learning Seminars: Educators will attend one 90-minute professional learning seminar per semester on a topic of their choice (<i>session topics subject to change based on need & interest</i>). Seminars may focus on the following topics:</p> <ul style="list-style-type: none"> - Culturally Responsive Teaching & Learning - Checking for Understanding - Collaboration - Self-Reflection/Self-Regulation - Assessment Planning & Feedback - Questioning <p>Implementation Coaching with LSS:</p> <ul style="list-style-type: none"> - At least one observation with a planning & reflection conference per semester. - Additional observations & conferences based on individual needs/experience. 		<p>Following Year 2 <u>or</u> 3 (based on individual preference / choice), educators will attend a two-day professional learning seminar in May/June on Differentiated Instruction.</p>

Catalina Foothills School District
Great Beginnings: Systems for Success Induction Program
(Educators Entering Year 6+)

YEAR ONE INSTRUCTIONAL SUPPORT		
New Teacher Orientation (NTO)	Instructional Coaching	Mentor
<p>Educators attend four half days of training at the PLC, with Learning Support Specialists, district leaders, teacher leaders, & STEM Integration Specialists (day 1). NTO includes:</p> <ul style="list-style-type: none"> - Culturally Responsive Teaching & Learning - Planning & Learning Environment - Curriculum & Materials/Resources - Assessment & Grading Practices - Classroom Management - Technology Resources - Human Resources & Special Education Information - School/Site Orientation 	<p>Educators will work with a district Learning Support Specialist to receive feedback regarding their instructional practice through coaching. Coaching includes:</p> <ul style="list-style-type: none"> - At least one observation with a planning & reflection conference per semester - Additional observations & conferences based on educator needs/experience 	<p>Educators will be matched with a mentor who will provide at least 10 hours of support & assistance before & during the first semester.</p> <ul style="list-style-type: none"> - CFSD curriculum, materials/ resources, annual plans, unit plans, daily lesson plans, common assessments for the grade level/course curriculum, etc. - Resiliency strategies
YEAR TWO INSTRUCTIONAL SUPPORT		
Collegial Coaching		Differentiated Instruction
<p>Educators engage in professional collaboration with a colleague. Educators select individual goals to improve teaching practice. Collegial Coaching includes:</p> <ul style="list-style-type: none"> - Training session on the tenets of Collegial Coaching in the first semester facilitated by a Learning Support Specialist. - Two coaching rounds (as coach & educator) with a colleague. 		<p>Following Year 2 <u>or</u> 3 (based on individual preference / choice), educators will attend a two-day professional learning seminar in May / June on Differentiated Instruction.</p>