

Catalina Foothills School District
Great Beginnings: Systems for Success Induction Program
(Educators with 0-5 Years Prior Experience)

YEAR ONE INSTRUCTIONAL SUPPORT			
New Teacher Orientation (NTO)	Instructional Coaching	Mentor	Reflect & Refresh Meeting
<p>Educators attend a four-day training, 3 ½ days and 1 full day at PLC, with Learning Support Specialists, teacher leaders, and STEM Integration Specialists (day 1). NTO includes:</p> <ul style="list-style-type: none"> - Culturally Responsive Teaching and Learning - Planning and Learning Environment - Curriculum and Materials/Resources - Assessment and Grading Practices - Classroom Management - Technology Resources - Human Resources & Special Education Information - 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 pre-and post-conference per semester - Additional observations and conferences based on educator needs 	<p>Educators will be matched with a mentor who will provide at least 20 hours of ongoing support and assistance before and throughout the year for collaboration and 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>All educators in their first year with CFSD meet mid-year (December) to reflect on professional growth, collegial relationships, and resiliency.</p>
YEAR TWO INSTRUCTIONAL SUPPORT			
Summer Institute	Professional Learning Choices and Coaching		Differentiated Instruction
<p>Following Year 1 in CFSD, educators will attend Summer Institute in June for 4 half days. There is an option to choose additional sessions. Breakout sessions are determined according to educator choice and based on research-based practices.</p>	<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 and interest</i>). Seminars may focus on the following topics:</p> <ul style="list-style-type: none"> • Culturally responsive teaching and learning • Checking for understanding • Collaboration • Self-reflection/Self-regulation • Assessment planning and feedback • Questioning <p>Implementation Coaching with LSS:</p> <ul style="list-style-type: none"> • At least one observation with pre- and post-conference per semester. • Additional observations and 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 June on Differentiated Instruction.</p>

Catalina Foothills School District
Great Beginnings: Systems for Success Induction Program
(Educators with 6+ Years of Prior Experience)

YEAR ONE INSTRUCTIONAL SUPPORT			
New Teacher Orientation (NTO)	Instructional Coaching	Mentor	Reflect & Refresh Meeting
<p>Educators attend a four-day training, 3 ½ days and 1 full day at PLC, with Learning Support Specialists, teacher leaders, and STEM Integration Specialists (day 1). NTO includes:</p> <ul style="list-style-type: none"> - Culturally Responsive Teaching and Learning - Planning and Learning Environment - Curriculum and Materials/Resources - Assessment and 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 pre-and post-conference per semester - Additional observations and conferences based on educator needs/experience 	<p>Educators will be matched with a mentor who will provide at least 10 hours of support and assistance before and during the <i>first semester</i>.</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>All educators in their first year with CFSD meet mid-year (December) to reflect on professional growth, collegial relationships, and resiliency.</p>
YEAR TWO INSTRUCTIONAL SUPPORT			
Summer Institute	Educators have a <i>choice</i> between the two coaching structures below:		Differentiated Instruction
	Professional Learning Seminars and Coaching	Collegial Coaching	
<p>Following Year 1 in CFSD, educators will attend Summer Institute in June for 4 half days. There is an option to choose additional sessions. Breakout sessions are determined according to educator choice and based on research-based practices.</p>	<p>Professional Learning Seminars: Educators attend one professional learning seminar per semester on a topic of choice (<i>session topics change based on need and interest</i>). Seminars may focus on culturally responsive teaching and learning, student accountability, collaboration, increasing rigor, rubric development, parent communication, planning, etc.</p> <p>Implementation Coaching with LSS:</p> <ul style="list-style-type: none"> • One observation with pre- and post-conference per semester (<i>1 is live & 1 may be a video observation</i>) • Additional observations and conferences based on individual needs. 	<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 observer and educator) with a colleague. • Group reflection session facilitated by a Learning Support Specialist. 	<p>Following Year 2 <u>or</u> 3 (based on individual preference / choice), educators will attend a two-day professional learning seminar in June on Differentiated Instruction.</p>

OPTIONAL SUPPORT FOR ALL EDUCATORS NEW TO CFSD

Collegial Observations		
Upon administrator approval, educators may be provided release time to observe colleagues. If requested, Learning Support Specialists are available to accompany educators and debrief. Optional Observation Protocol		