

MISSOURI TEACHER STANDARDS

Addressed thru New Teacher Induction

Standard #1 Content knowledge, including varied perspective, aligned with appropriate instruction.

Standard #2 Understanding and encouraging student, learning growth and development

Standard #3 Implementing the Curriculum

Standard #4 Teaching for critical thinking

Standard #5 Creating a positive classroom environment for learning

Standard #6 Utilizing effective communication

Standard #7 Use of student assessment data to analyze and modify instruction

Standard #8 Professional Practice

Standard #9 Professional collaboration

Fee: \$400 per new teacher (\$575 with optional on-site visits); mentor free. Lunch provided.

Registration: Go online to www.nwrpdc.org
Click on the Workshop Registration link.

Both the new teacher and mentor must register.

Mentor Academy is optional for those mentors who have attended the 2015 or 2016 sessions.



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2017-2018

New Teacher Induction, Mentoring, and Coaching

 Northwest RPDC

WHO

PK-12 new teachers, mentors, and building administrators

WHY

Because growing and retaining great teachers is an important investment for all schools.

"The New Teacher/Mentoring program allows for new teachers and mentors to build a foundation in their working relationship that builds throughout the remainder of the school year. This helps open the doors for conversations and questions that the new teacher might have. The program is very helpful in bridging the communication gap that sometimes happens when teachers get into the routine of the school year." -Mentor

"The new teacher mentor program was amazing! I don't think that without the program I would have known about half the information about what I should be asking my administrator about. I also enjoyed being able to reflect with other first year teachers. It's nice to know that everyone else is going through the same experiences as a first year teacher as I am. I would highly recommend all new teachers to find this program or another one similar!" -New Teacher

"The training gave me the courage to continue when I felt very overwhelmed and nearly ready to quit in November. If a person has some idea that others have gone through these things it really helps. I am still not perfect, but I am managing much, much better than I did last fall. Thanks!" -New Teacher

Just as the quality of instruction that students receive has a tremendous impact on their performance, the quality of mentoring that new teachers receive can significantly influence their development. This system of support and optional in-district coaching provides a district with the infrastructure to develop a confident beginning teacher and capable mentor.

Mentors will experience a two-day academy specifically for them to develop skills to support the growth and development of the novice teacher.

This series meets the Initial Professional Certification (IPC) requirement of participating in a beginning teacher assistance program and aligns to the new Missouri Teacher Standards.

Day 1: New Teacher and Mentor

August 1 (Maryville) or August 7 (Trenton)

- **New Teacher** — Classroom Management and Organization
- **Mentor** — Mentor Academy Day 1

Day 2: New Teacher and Mentor

August 2 (Maryville) or August 8 (Trenton)

- Understanding the roles and responsibilities of mentors and new teachers
- Preparation for the first day of school
- Establishing relationships with students, parents, and colleagues

Late Hires: New Teacher and Mentor

September 13 (Maryville)

Day 3: New Teacher and Principal

September 26 (Maryville) or September 27 (Trenton)

- Principal expectations
- Getting to know the New Teacher Standards
- Parent-Teacher Conferences
- Lesson design/planning
- Certification—Professional Development Plan

Mentor Academy Day 2

October 26 (St. Joseph)

- Expanding coaching and feedback skills

Day 4: New Teacher and Mentor/Principal

November 17 (Maryville)

- "Calming the Chaos" - Paul Gasser

Day 5: New Teacher

February 13 (Maryville) or February 28 (Trenton)

- Lesson design
- End of year procedures
- Reflect on year one and plan for second year

Time: 9:00am - 3:00pm

In-district support, provided by NW RPDC staff, further supports a teacher's first year at a deeper, more individualized level. Four optional on-site visits (see below) can be arranged on an individual teacher basis. Contact NW RPDC for more information.

Two Fall 2017 Semester On-Site Visits

- Consult with beginning teacher, mentor, and principal
- Review procedures and routines
- Conduct self-assessment inventory with beginning teacher
- Identify and provide resources for areas of growth
- Certification process
- Review processes for parent-teacher conferences, grade reporting, etc.
- Observe beginning teacher classroom

Two Spring 2018 Semester On-Site Visits

- Observe beginning teacher classroom
- Follow-up on progress towards improving areas of growth and develop a plan for continued improvement
- Process the observation and provide feedback through coaching process
- Professional development plan follow-up
- MAP testing
- Planning for the end of the year
- Discuss end of the year procedures
- Conduct exit conference with principal, beginning teacher, and mentor