

## MISSOURI TEACHER STANDARDS Addressed thru New Teacher Induction

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

Quality Indicator 2: Engaging students in subject matter

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

Quality Indicator 4: Meeting the needs of every student  
Quality Indicator 5: Prior experiences, learning styles, multiple intelligences, strengths, and needs  
Quality Indicator 6: Language, culture, family and knowledge of community values

**Standard #3 Implementing the Curriculum**

Quality Indicator 2: Develop lessons for diverse learners

**Standard #4 Teaching for critical thinking**

Quality Indicator 1: Instructional strategies leading to student engagement in problem-solving and critical thinking  
Quality Indicator 3: Cooperative learning

**Standard #5 Creating a positive classroom environment for learning**

Quality Indicator 1: Classroom management, motivation and engagement  
Quality Indicator 2: Managing time, space, transitions and activities  
Quality Indicator 3: Classroom, school and community culture

**Standard #6 Utilizing effective communication**

Quality Indicator 1: Verbal and nonverbal communication

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

Quality Indicator 5: Communication of student progress and maintaining records

**Standard #8 Professional Practice**

Quality Indicator 1: Self-assessment and improvement  
Quality Indicator 2: Professional learning

**Standard #9 Professional collaboration**

Quality Indicator 1: Roles, responsibilities, and collegial activities  
Quality Indicator 2: Collaborating with historical, cultural, political and social context to meet the needs of students  
Quality Indicator 3: Cooperative partnerships in support of student learning



# New Teacher Induction, Mentoring, and Coaching

## WHO

PK-12 new teachers, mentors, and building administrators

## WHY...because growing and retaining great teachers is an important investment for all schools.

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 training and in-district support provides a district with an infrastructure to develop a confident beginning teacher and capable mentor. New this year, mentors will experience a two-day academy specifically for them to develop skills to support the growth and development of the novice teacher. In-district support provided by NW RPDC staff, further supports a teacher's first year at a deeper, more individualized level. It also meets the Initial Professional Certification (IPC) requirement of participating in a beginning teacher assistance program and aligns to the new Missouri Teacher Standards.

## WHAT

### *Day 1 New Teacher and Mentor*

- **New Teacher** – Classroom Management
- **Mentor** – Mentor Academy Day 1

### *Day 2 New Teacher and Mentor*

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

### *Day 3 New Teacher and Principal*

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

### *Mentor Academy Day 2*

- Expanding coaching and feedback skills

### *Day 4 New Teacher and Mentor*

- Educational Speaker

### *Day 5 New Teacher*

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

*Four on-site visits arranged on individual teacher basis*

- See back for complete details

# PROGRAM DETAILS

**Time:**

9:00 - 3:00

**Fee:**

\$550 per new teacher; mentor free. Lunch provided.  
Includes all 9 days.

**Maryville**

**Day 1:** July 30, 2015

**Day 2:** July 31, 2015

**Late Hires:** September 3, 2015

**Day 3:** September 29, 2015

**Mentor Academy 2:** October 28 in St. Joseph

**Day 4:** November 13, 2015

**Day 5:** February 10, 2016

**Trenton**

**Day 1:** August 4, 2015

**Day 2:** August 5, 2015

**Late Hires:** September 3, 2015 in Maryville

**Day 3:** September 24, 2015

**Mentor Academy 2:** October 28 in St. Joseph

**Day 4:** November 13, 2015 in Maryville

**Day 5:** February 18, 2016

**Fall 2015 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

**Spring 2016 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

## REGISTRATION

Go online to: [www.nwrpdc.org](http://www.nwrpdc.org) and click on the Workshop Registration link.

Both the new teacher and mentor must register

For more information: 660-562-1995 or [rpdc@nwmissouri.edu](mailto:rpdc@nwmissouri.edu)