

**NTA Year Two Plans 2007-2008
Cle Elum - Roslyn School District**

Standards with evidence	Stated Outcomes	Next year's plans	Timeline and what needs to be done to carry out plan
Hiring <ul style="list-style-type: none"> ▪ Prehiring ▪ Assessment of needs and capacities ▪ Information rich hiring experience ▪ Shared decision making ▪ Collective bargaining ▪ Planned and timely support 	<ul style="list-style-type: none"> ▪ Create or revise hiring documents ▪ Determine best approaches for creating matches between hires and district ▪ Connect new teachers to mentors or district as soon as they are hired 	<ul style="list-style-type: none"> ▪ Finalize draft of brochure and send to print shop for multiple copies. Distribute to realtors, Career Fairs, etc. ▪ Utilize Exit Questions with focus interviews of any certified employee who left the district last year or will be leaving this year. ▪ Identify mentors for 2007-08 school year and connect with new teachers 	<ul style="list-style-type: none"> ▪ Summer 2007 – bro print shop. ▪ June 2007 ▪ August 2007
Orientation <ul style="list-style-type: none"> ▪ Welcome and introduction ▪ Cohort ▪ First days ▪ Tools and tips ▪ Induction program ▪ Guidelines and curricula ▪ Evaluation ▪ Resources 	<ul style="list-style-type: none"> ▪ Continue standards-based orientation ▪ Create or revise multi-day orientation that goes beyond keys and room ▪ Handbook for New Teachers 	<ul style="list-style-type: none"> ▪ Reevaluate 2007 Summer Orientation and revise agenda topics as needed for Summer 2008. ▪ Schedule Mentor/Mentee team meetings August through June. ▪ Identify small sub committee to work on putting together Handbook for New Teachers 	<ul style="list-style-type: none"> ▪ August 2007 – CST Planning Team ▪ August 2007 – TAP coordinator ▪ Fall 2007 – CSTP S Planning Team
Mentoring <ul style="list-style-type: none"> ▪ Selection process ▪ Model of mentor assistance ▪ Matching mentors ▪ Role responsibilities ▪ Leadership ▪ Professional development for mentors ▪ Link to school improvement ▪ Evaluation of program impact ▪ Resources 	<ul style="list-style-type: none"> ▪ Expand leadership roles for mentors and NBCTs ▪ Continue standards-based mentoring ▪ Train new mentors as needed ▪ Design ongoing professional learning for mentor cadre ▪ Handbook for Mentors and just in time information for new teachers 	<ul style="list-style-type: none"> ▪ Continue Mentor training and encourage all Mentors to attend Mentor Academy. 	<ul style="list-style-type: none"> ▪ Summer and Fall 20 Superintendent
Professional Development <ul style="list-style-type: none"> ▪ Time ▪ Timely, need-to-know basis ▪ Driven by standards ▪ Responsive ▪ Professional contributions ▪ Coordinated ▪ Differentiated 	<ul style="list-style-type: none"> ▪ Connect new teachers to Professional Growth Plan ▪ Review partner plans for Pro Cert ▪ Initiate Pro Cert for 3rd year teachers 	<ul style="list-style-type: none"> ▪ Implement on-site Professional Certification program through SPU. ▪ Work with ESD for additional support and mentoring of teachers in Pro Cert program. ▪ Schedule TAP meetings and identify TAP coordinator. 	<ul style="list-style-type: none"> ▪ Fall 2007 – SPU and Instructor ▪ Fall 2007 – Pro Cer Instructor and ESD ▪ Fall 2007 – TAP Co and Superintendent
Assessment for Learning <ul style="list-style-type: none"> ▪ Teaching standards ▪ Observations 	<ul style="list-style-type: none"> ▪ Use assessment for learning tool or other tool to record teacher learning 	<ul style="list-style-type: none"> ▪ Continue work with STAR Protocol ▪ CSTP Small Planning Team 	<ul style="list-style-type: none"> ▪ 2007-08 School Year Superintendent ▪ Fall 2007

<ul style="list-style-type: none"> ▪ Evidence of student learning ▪ Program impact 	<ul style="list-style-type: none"> ▪ Survey new teachers and mentors ▪ Use retention data analysis to adjust program ▪ Review district budgets and specify local sources of induction funding for 2008-09 ▪ Use retention and survey data to revise induction plan 	<p>will review assessment data and identify additional planning goals</p> <ul style="list-style-type: none"> ▪ CSTP Small Planning Team can distribute survey to new teachers and mentors and then analyze results to identify professional development goals throughout the year. 	<ul style="list-style-type: none"> ▪ Fall 2007
<p>Second year and equity mentoring</p>	<ul style="list-style-type: none"> ▪ Create second year mentoring plan ▪ Incorporate equity into mentoring programs 	<ul style="list-style-type: none"> ▪ CSTP Small Planning Team and Mentors can work on finalizing mentoring plan as a follow-up to those attending Mentoring Academy 	<ul style="list-style-type: none"> ▪ Fall 2007
<p>System Impact</p> <ul style="list-style-type: none"> ▪ Current systems in place ▪ System impact improvements 	<ul style="list-style-type: none"> ▪ Determine what systems are in place if induction team left the district 	<ul style="list-style-type: none"> ▪ CSTP Small Planning Team will again review current systems in place and sustainability of New Teacher Induction Program in the future. 	<ul style="list-style-type: none"> ▪ 2007-08 school year