

**NTA Year One Report 2006-2007
ESD 105**

Standards with evidence	Stated outcomes	What your team created systems for/ What your new teachers did	Eviden
<p>Hiring</p> <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"> ▪ Assist small districts in hiring through consortiums, hiring pools, resources, etc. 	<ul style="list-style-type: none"> ▪ Discussions were held with the ESD Human Resources Director regarding assistance needed for small districts in hiring. That director followed up with discussions at the regional Human Resource Directors monthly meetings. 	<ul style="list-style-type: none"> ▪ Pho face with 105 ▪ Pho Cle Yak Dir the tak reg
<p>Orientation</p> <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"> ▪ Resources for orientation ▪ ESD services –curricula coordination/training for districts using same curricula in math and reading 	<ul style="list-style-type: none"> ▪ Information was shared with several of the districts in the ESD region (Cle Elum, Yakima, W. Valley, Toppenish, Granger and Grandview regarding orientation programs. 	<ul style="list-style-type: none"> ▪ Ag esta the wer orie
<p>Mentoring</p> <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"> ▪ Encourage participation in Mentor Academy and follow up with trained mentors ▪ Provide support for mentors and mentees, both in consortiums and creating district systems 	<ul style="list-style-type: none"> ▪ Discussions were held with several regional districts (Cle Elum, Yakima, Toppenish, Granger, Grandview) regarding the Mentor program. Issues such as negotiated agreements, tenure, etc. were also discussed. ▪ Monthly mentor meetings were held at the ESD by Margaret Nugent for all mentors in the valley who wanted to participate. ▪ Mentors from the valley were encouraged to attend Mentor Academies. ▪ Mentors from Granger and Grandview participated in the 	<ul style="list-style-type: none"> ▪ Mo me ▪ Me

		New Teacher/Mentor TAP trainings offered throughout the year.	
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"> ▪ Provide and assist in Pro Cert Programs –regionally and in district 	<ul style="list-style-type: none"> ▪ Two partnerships were developed with the ESD 105, SPU and WSU for the Pro Cert program. Tuition will be discounted if classes are held in the region. CWU is also anxious to get on board. ▪ Email flyers were sent out to all teachers in the region advertising these partnerships. ▪ An informational meeting was held on June 13 re: Pro Cert classes here in the region ▪ Specific information was also shared with New Teachers from Yakima S. District (the largest district in the region), Cle Elum, Granger, and Grandview in their TAP programs. ▪ TAP PGP were completed with participating teachers. 	<ul style="list-style-type: none"> ▪ Over resp ▪ inte ▪ the ▪ be c ▪ thro ▪ The ▪ pro ▪ mer ▪ for ▪ par ▪ in t ▪ All ▪ the ▪ wit ▪ star ▪ wit ▪ beg ▪ Gro
Assessment for Learning <ul style="list-style-type: none"> ▪ Teaching standards ▪ Observations ▪ Evidence of student learning ▪ Program impact 	<ul style="list-style-type: none"> ▪ Encourage districts to use Assessment of Learning Tool 	<ul style="list-style-type: none"> ▪ To be part of the planning for 2007-08 	
System Impact <ul style="list-style-type: none"> ▪ Current systems in place ▪ System impact improvements 	<ul style="list-style-type: none"> ▪ Provide and promote induction standards training for all districts 	<ul style="list-style-type: none"> ▪ To be part of the planning for 2007-08 	