

**NTA Year One Report 2006-2007
Mary M. Knight School District**

Standards with evidence	Stated outcomes	What your team created systems for/ What your new teachers did	Evidence
<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"> ▪ 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"> ▪ Created team approach to hiring ▪ Administration questions from “Tool of Ventures for Excellence” ▪ New teachers were connected to a mentor as soon as hired, to help with settling in to our area 	
<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"> ▪ Begin standards-based orientation ▪ Create a multi-day orientation that goes beyond keys and room 	<ul style="list-style-type: none"> ▪ One day for new hires, paid day ▪ Formal induction agenda that included: official paperwork, start of school checklist, classroom management, lesson planning, grading on Skyward, and time management ▪ Mentor program expectations for the coming year 	<ul style="list-style-type: none"> ▪ Indu ▪ Indu from
<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"> ▪ Begin standards-based mentoring ▪ Train new mentors ▪ Design ongoing professional learning for mentor cadre 	<ul style="list-style-type: none"> ▪ Encourage any and all staff to apply and be involved ▪ Stipends for Mentors for 2006-07 school year ▪ OSPI Mentor Academy required to be mentor and follow-up Ac. II ▪ Team approach to matching mentors and mentees along with responsibilities of Professional Growth Team ▪ Provide additional professional growth opportunities in-district and out ▪ End of year program evaluation ▪ Resources: books, tapes and other resources we have purchased for teacher use ▪ Monthly meeting to fine tune 	<ul style="list-style-type: none"> ▪ Thru Sup the Aca part mer ▪ Invi Men staf ▪ New opp ▪ Det grow 07-0 ▪ Min dire

		direction of program	
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 	<ul style="list-style-type: none"> ▪ Monthly meeting for mentor/mentees with discussion of time management ▪ Calendar of important events ▪ Self assessment rubric for professional growth ▪ Individual contributions to group growth new and veterans (looking at adult learning styles) 	<ul style="list-style-type: none"> ▪ Mon doc ▪ idea ▪ prob ▪ Cal
Assessment for Learning <ul style="list-style-type: none"> ▪ Teaching standards ▪ Observations ▪ Evidence of student learning ▪ Program impact 	<ul style="list-style-type: none"> ▪ Use assessment for learning tool or other tool to record teacher learning ▪ Survey new teachers and mentors ▪ Use retention data analysis to adjust program 	<ul style="list-style-type: none"> ▪ Self assessment rubric and reflection journal from “Mentoring Matters” and professional goal statement ▪ Student work that was discussed at monthly meetings ▪ WASL scores 	<ul style="list-style-type: none"> ▪ Self ▪ pap ▪ refle ▪ WA
System Impact <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"> ▪ One day new teacher induction:paid ▪ Monthly mentor/mentee meetings ▪ Monthly planning meeting ▪ Post survey ▪ First year successful 	<ul style="list-style-type: none"> ▪ Plan ▪ day ▪ indu ▪ Bi-r ▪ men ▪ Mon ▪ mee ▪ resp ▪ Imp ▪ for ▪ (sch ▪ Ado ▪ cur ▪ Sch ▪ Pre- ▪ surv