

Year Two Plans 2007-2008
Mary M. Knight School District

Standards with evidence	Stated Outcomes	Next year's plans	Timeline and what to be done to carry 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"> ▪ New administration summer 2007 doing hiring ▪ Team hiring practices ▪ Connect the new teachers to the mentor group as soon as hired 	<ul style="list-style-type: none"> ▪ Discuss SRI tool evaluate new hiring ▪ Discuss philosophy recruiting new hires ▪ Inform mentor team ASAP of new hires be able to start mentoring process
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"> ▪ Continue using best practices for orientation ▪ Improve orientation day: get input from new mentor ▪ Have handbook ready to use 07-08: including deadline, important date, progress report & grades 	<ul style="list-style-type: none"> ▪ Meet with new mentor team 1-2 days during summer (July/Aug) go over plan & add new ideas from I Ac. using standards based orientation ▪ Aug. 2007
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"> ▪ Have new mentor team define roles and take responsibility for those roles ▪ Continue to use "Mentor Maters" for guidance 	<ul style="list-style-type: none"> ▪ Sept. 28th final plan Defined roles and responsibilities and commitment to take on roles for stipend ▪ Make sure all mentors have a copy
Professional Development <ul style="list-style-type: none"> ▪ Time ▪ Timely, need-to-know 	<ul style="list-style-type: none"> ▪ Connect new teachers to Professional Growth Plan 	<ul style="list-style-type: none"> ▪ Write Prof. Growth Plan as a team member during monthly 	<ul style="list-style-type: none"> ▪ Feb-March 2008 ▪ Make connection w/ESD #113 and

<p>basis</p> <ul style="list-style-type: none"> ▪ Driven by standards ▪ Responsive ▪ Professional contributions ▪ Coordinated ▪ Differentiated 	<ul style="list-style-type: none"> ▪ Review partner plans for Pro Cert ▪ Initiate Pro Cert for 3rd year teachers 	<p>meetings</p> <ul style="list-style-type: none"> ▪ Find a partner for Pro-Cert: ESD 113 or local colleges ▪ Initiate Pro-Cert. for one 3rd year teacher ▪ Continue support of teacher in 1st year of Pro-Cert 	<p>contacts at local colleges or other dist. in our area</p> <ul style="list-style-type: none"> ▪ Bring in ESD/co information pers question & answer session in Sept. 07 ▪ Sept. 07 meet with teacher on status program
<p>Assessment for Learning</p> <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 ▪ Review district budgets and specify local sources of induction funding for 2008-09 ▪ Use retention and survey data to revise induction plan 	<ul style="list-style-type: none"> ▪ Assessment: continue to use teacher assessment from “Mentor Matters” p.118-119 ▪ Pre-survey and post-survey ▪ 2008-2009 budget: meet with new administration to discuss local funding sources ▪ Look at retention data to revise plan 	<ul style="list-style-type: none"> ▪ Sept. 07 start self assessment then continue to re-eval as the year progresses ▪ Pre-survey Sept. post-survey June ▪ Jan-Feb. 2008 local funding meeting ▪ April 2008 look at retention data for changes in plan
<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"> ▪ Invite 2nd-3rd year teachers to attend bi-monthly meeting & promote Pro-Cert. ▪ Continue to offer all staff opportunities to be involved with mentoring and attend Mentor Ac. in the summer 	<ul style="list-style-type: none"> ▪ As soon as school Aug. 2007 ▪ Ongoing
<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"> ▪ Training multiple staff ▪ Putting “handbook” into place and having a master copy ▪ Minutes from previous years monthly meetings ▪ Sharing mentoring responsibilities and 	<ul style="list-style-type: none"> ▪ Ongoing ▪ Will be final by 2007 ▪ Minutes stored in notebook on file ▪ Ongoing getting everyone involved

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