

**NTA Year One Report 06-07  
Raymond School District**

The Raymond School District's primary goal in our CSTP plan was to improve new teacher integration into the school and district. Specifically, we had the following goals for 2006-2007:

<b>Goal</b>	<b>Status</b>
To implement a comprehensive New Teacher Induction Program that focuses on attracting, orienting, providing professional development and mentoring high quality teachers.	Accomplished.
To retain 100% of all quality teachers new to the district.	Accomplished.
To review and evaluate the New Teacher Induction Program at the end of each school year to gather information for changes in the program.	Accomplished.

We feel we have made a great deal of progress toward this goal through the following activities:

- ✓ Training of two mentors at the Mentor Academy
- ✓ Introduction to the district's goals and culture. (Only one day, due to when the grant was funded. From now on this will be a three-day introduction.)
- ✓ Monthly meetings for mentor, protégé and superintendent that target common problem areas and give new teachers a formal opportunity to voice concerns and ask questions

According to the staff involved, these activities have been successful. Both mentors and protégés have expressed their appreciation. The new teachers have done very well and have integrated nicely into our small community. One of them is active in several community groups, while the other has managed to be a great first-year teacher and get engaged. An unexpected benefit of these teacher relationships is that both mentors have become so excited about teaching that they have decided to become National Board Certified.

The monthly meetings have focused on such things as communicating with parents, classroom management, proper questioning techniques and grading practices. In fact, a district-wide review of grading practices will take place next year, largely as a result of the input from the new teachers and their mentors.

As a result of this year's activities, we intend to make the following changes:

- ✓ Formalize a monthly meeting time for mentors and protégés
- ✓ Complete a "Welcome to the District" booklet for new teachers
- ✓ Train an additional three mentors