

**NTA Year Two Plans 2007-2008  
Rochester School District**

Standards with evidence	Stated Outcomes	Next year's plans	Timeline and what needs to be done to carry out plan
<b>Hiring</b> <ul style="list-style-type: none"> <li>▪ Prehiring</li> <li>▪ Assessment of needs and capacities</li> <li>▪ Information rich hiring experience</li> <li>▪ Shared decision making</li> <li>▪ Collective bargaining</li> <li>▪ Planned and timely support</li> </ul>	<ul style="list-style-type: none"> <li>▪ Create or revise hiring documents</li> <li>▪ Determine best approaches for creating matches between hires and district</li> <li>▪ Connect new teachers to mentors or district as soon as they are hired</li> </ul>	<ul style="list-style-type: none"> <li>▪ Continue to train administrators on improved hiring practices (screening, interviewing, reference checks.)</li> <li>▪ Develop a welcome letter to send to new teachers from their mentor.</li> </ul>	<ul style="list-style-type: none"> <li>▪ June 07 – June 08 (will add hiring practice information to ad com mtg. agendas on a quarterly basis)</li> <li>▪ Mentor work on letter development summer send as new teachers assigned.</li> </ul>
<b>Orientation</b> <ul style="list-style-type: none"> <li>▪ Welcome and introduction</li> <li>▪ Cohort</li> <li>▪ First days</li> <li>▪ Tools and tips</li> <li>▪ Induction program</li> <li>▪ Guidelines and curricula</li> <li>▪ Evaluation</li> <li>▪ Resources</li> </ul>	<ul style="list-style-type: none"> <li>▪ Continue standards-based orientation</li> <li>▪ Create or revise multi-day orientation that goes beyond keys and room</li> <li>▪ Handbook for New Teachers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Prepare for the expansion of New Teacher Orientation from two to three days in 2008.</li> <li>▪ Expand New Teacher Handbook</li> </ul>	<ul style="list-style-type: none"> <li>▪ June 2008 Orientation Expansion planning</li> <li>▪ As new materials are added throughout the year be added to 3 rings handbook.</li> </ul>
<b>Mentoring</b> <ul style="list-style-type: none"> <li>▪ Selection process</li> <li>▪ Model of mentor assistance</li> <li>▪ Matching mentors</li> <li>▪ Role responsibilities</li> <li>▪ Leadership</li> <li>▪ Professional development for mentors</li> <li>▪ Link to school improvement</li> <li>▪ Evaluation of program impact</li> <li>▪ Resources</li> </ul>	<ul style="list-style-type: none"> <li>▪ Expand leadership roles for mentors and NBCTs</li> <li>▪ Continue standards-based mentoring</li> <li>▪ Train new mentors as needed</li> <li>▪ Design ongoing professional learning for mentor cadre</li> <li>▪ Handbook for Mentors and just in time information for new teachers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Send new mentors to Mentor Academy summer 07</li> <li>▪ Send all mentors to either Mentor Academy Follow Up, Sleeping Lady or Interactive Symposium</li> <li>▪ Continue quarterly mentor workdays</li> <li>▪ Continue participation in Mentor Round Table</li> </ul>	<ul style="list-style-type: none"> <li>▪ July 30-Aug 3, 2007 Academy</li> <li>▪ Continued Mentor Round Table 2007</li> <li>▪ Quarterly workday Jan. 16, April 24</li> <li>▪ Mentor Round Table TBD</li> </ul>
<b>Professional Development</b> <ul style="list-style-type: none"> <li>▪ Time</li> <li>▪ Timely, need-to-know basis</li> <li>▪ Driven by standards</li> <li>▪ Responsive</li> <li>▪ Professional contributions</li> <li>▪ Coordinated</li> <li>▪ Differentiated</li> </ul>	<ul style="list-style-type: none"> <li>▪ Connect new teachers to Professional Growth Plan</li> <li>▪ Review partner plans for Pro Cert</li> <li>▪ Initiate Pro Cert for 3<sup>rd</sup> year teachers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Continue to offer quarterly district-wide new teacher meetings that include assisting new teachers to write and evaluate progress towards professional growth plans.</li> <li>▪ Offer three PD trainings specifically for new teachers: Classroom Routines &amp; Procedures; Student Discipline; and Engaging Instructional Strategies</li> <li>▪ Offer Professional Certification Overview Session and Pro Cert team support</li> </ul>	<ul style="list-style-type: none"> <li>▪ Quarterly meeting schedule October 24, January 23 &amp; 30 <ul style="list-style-type: none"> <li>▪ PD Dates TBD (Winter)</li> <li>▪ Pro Cert date w/ 2008</li> </ul> </li> </ul>

<p><b>Assessment for Learning</b></p> <ul style="list-style-type: none"> <li>▪ Teaching standards</li> <li>▪ Observations</li> <li>▪ Evidence of student learning</li> <li>▪ Program impact</li> </ul>	<ul style="list-style-type: none"> <li>▪ Use assessment for learning tool or other tool to record teacher learning</li> <li>▪ Survey new teachers and mentors</li> <li>▪ Use retention data analysis to adjust program</li> <li>▪ Review district budgets and specify local sources of induction funding for 2008-09</li> <li>▪ Use retention and survey data to revise induction plan</li> </ul>	<ul style="list-style-type: none"> <li>▪ Provide greater support to mentors related to their role as an observer of new teacher classroom instruction</li> <li>▪ Continue new teacher surveys</li> <li>▪ Add building meetings for all new teachers to meet jointly with mentors</li> <li>▪ Continue new teacher quarterly observations by mentors</li> <li>▪ Continue to release new teachers to observe their peers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Quarterly workday Jan. 16, April 24</li> <li>▪ Mentor PD Fall 2007</li> <li>▪ New Teacher Building meetings Sept. 26, Nov. 15, Feb. 27, Mar. 19, May 14</li> <li>▪ Quarterly observation deadlines Oct. 18, Jan. 18, April 24</li> <li>▪ New teacher release schedule to observe other teachers to May 1, 2008</li> </ul>
<p><b>Second year and equity mentoring</b></p>	<ul style="list-style-type: none"> <li>▪ Create second year mentoring plan</li> <li>▪ Incorporate equity into mentoring programs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Establish a continuous improvement system for mentoring by adding it as a consistent part of meeting agendas</li> </ul>	<ul style="list-style-type: none"> <li>▪ On-going with special focus at Quarterly workdays Oct. 18, Jan. 16, April 24</li> </ul>
<p><b>System Impact</b></p> <ul style="list-style-type: none"> <li>▪ Current systems in place</li> <li>▪ System impact improvements</li> </ul>	<ul style="list-style-type: none"> <li>▪ Determine what systems are in place if induction team left the district</li> </ul>	<ul style="list-style-type: none"> <li>▪ Plan for third day of orientation</li> </ul>	<ul style="list-style-type: none"> <li>▪ June 2008</li> </ul>