

**NTA Year One Report 2006 - 2007**

Standards with evidence	Stated outcomes	What your team created systems for? What your new teachers did?	Evidence
<p><b>Hiring</b></p> <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>	<p>This standard was not addressed in our 2006 -07 Action Plan</p>	<p>N/A</p>
<p><b>Orientation</b></p> <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>• Begin standards-based orientation</li> <li>• Create a multi-day orientation that goes beyond keys and room</li> </ul>	<ul style="list-style-type: none"> <li>• Summer '06 - 1 day new teacher orientation</li> <li>• Created a 4-day Orientation schedule for Summer '07</li> <li>• "Why Didn't I Learn This In College?" P. Rutherford</li> </ul>	<ul style="list-style-type: none"> <li>• 25 New Teachers attended the orientation</li> <li>• Themed schedule of events (Elem. &amp; Secondary)</li> <li>• Book in each new teachers' hands w/ activities to get them using the resource</li> </ul>
<p><b>Mentoring</b></p> <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>• Begin standard-based mentoring</li> <li>• Train new mentors</li> <li>• Design ongoing professional learning for mentor cadre</li> </ul>	<ul style="list-style-type: none"> <li>• Sent 10 staff members to "Mentoring Matters"- Sum '06</li> <li>• Mentoring Roundtables w/ Margaret Nugent (optional)</li> <li>• Assigned mentors to mentees</li> <li>• Created mentor and mentee notebooks</li> <li>• Initial meeting with mentors and principals to discuss role responsibilities</li> <li>• Created year long schedule for mentee support and feedback</li> <li>• Year end New Staff Survey</li> </ul>	<ul style="list-style-type: none"> <li>• Staff attendance</li> <li>• 16 mentors assigned to 25 new staff members</li> <li>• Notebooks out to mentors</li> <li>• Printed role descriptions</li> <li>• Printed schedules</li> <li>• Survey results</li> </ul>

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<p><b>Professional Development</b></p> <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> </ul>	<ul style="list-style-type: none"> <li>• Summer Reading/Math Institute - Sum. '06 2 days for new staff 1 additional day for all</li> <li>• Ongoing coordinated training throughout school year in Reading, Math, Writing &amp; Science</li> <li>• Weekly mentor/mentee meetings</li> <li>• Professional Growth Plans developed</li> <li>• 2 Formal Observations done by</li> </ul>	<ul style="list-style-type: none"> <li>• New staff attendance</li> <li>• Printed agendas</li> <li>• Meeting minutes / logs</li> <li>• Professional Growth Plans completed</li> <li>• Formal Observations completed</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 recorded teacher learning</li> <li>• Survey new teachers and mentors</li> <li>• Use retention data analysis to adjust program</li> </ul>	<ul style="list-style-type: none"> <li>• New Staff Survey at the end of the year</li> <li>• 2 Formal Observations done by mentor</li> <li>• PLC groups - data review of student achievement (MAP results, DIBELS, common assessments etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Survey results</li> <li>• Post observation reflection sheet</li> <li>• PLC minutes/log</li> </ul>

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<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>	<p><b>Hiring:</b> recruitment fairs, brochure, set interview questions w/ Cardinal</p> <p><b>Orientation:</b> 3 day schedule, HR department, and coaches/mentors</p> <p><b>Mentoring:</b> Coaches/ mentors, Mentor &amp; Mentee notebooks, Designated Roles &amp; Responsibilities with timelines</p> <p><b>Professional Development:</b> Curricula training, Buck Evans-Quality in Educ., Principal/New staff mtgs.</p> <p><b>Assessment For Learning:</b> New Staff Survey, Observ's.</p>	<p>Included in all the details above</p>