



FCSS TEACHER INDUCTION ANNUAL DISTRICT ADMINISTRATOR MEETING

1 INDUCTION PROGRAM UPDATES 23-24

Induction will continue to focus on three program components



Teachers' *Individualized Learning Plans (ILP)* will be driven by the Teacher's self-reflection using **The Teacher Practice Framework** during both semesters of Induction.

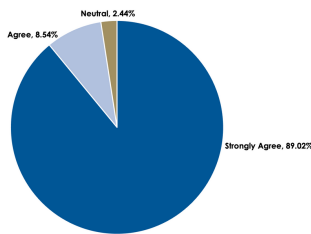
2 TEACHER INDUCTION MEETINGS (REQUIRED)

Teacher Induction Meetings are both in-person and virtual. Participating Teachers are only **required** to come to **one** in-person meeting during their 2-years in Induction, in which their Induction Coaches will attend with them.



3 PROFESSIONAL LEARNING (OPTIONAL)

The information shared in today's professional learning will strengthen my skills as an educator.



- New offerings for 23-24!
- Free of charge
- High-quality vetted presenters
- Coaches encouraged to attend with Teachers

4 THE TEACHER'S DIGEST

The Teacher's Digest

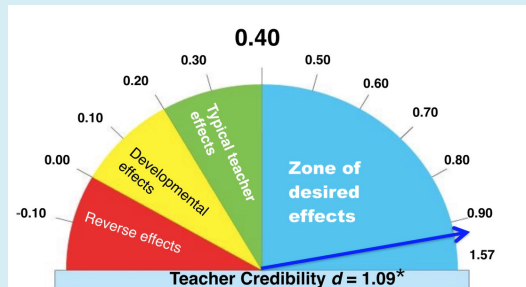
The Power of Brain-Based Learning



Did you know that neurological research is relatively new and has only gained momentum in the 1980's (up until this point, little was known about how the brain retains information and continues learning). Fortunately, from the 1990's to now, scientists have discovered more about the brain than in all of the other centuries combined. In fact, many beliefs that were once strongly believed (i.e., humans

The Teacher's Digest is a bimonthly newsletter created by FCSS Teacher Induction to provide our participants with **bite-sized research, information, and resources** pertaining to **effective instruction and pedagogy**.

5 THE IMPORTANCE OF 'COACH CREDIBILITY'



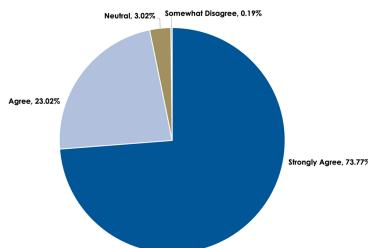
"Students learn best from teachers who they perceive to be credible, professional, and competent. The same thing is true for adult learners. **Teachers learn best from instructional leaders who they perceive to be credible, professional and highly competent.**"

- Doug Fisher

* Teacher Credibility Effect Size: John Hattie, 2012

6 COACH EFFECTIVENESS FOR FCSS INDUCTION COACHES

My weekly meetings with my Induction Coach have supported my professional growth as a teacher. (Fresno County)



What insights can you gain from your teacher's feedback on the professional impact of their coach?

7 HOW CAN YOU IMPROVE COACH EFFECTIVENESS?



- Clear Credential with at least 3-years of teaching experience
- Same school site/grade level/subject area
- Exact credential match for SPED Teachers





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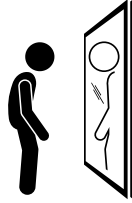
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WHAT WILL INDUCTION LOOK LIKE FOR YOUR PARTICIPATING TEACHERS AND COACHES?

Remember, the **ILP is non-evaluative** as it is the professional focus for the Teacher throughout the entire semester.

INDIVIDUALIZED LEARNING PLAN (ILP)

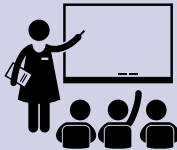
The ILP will be based on the Teacher's reflections using the **Teacher Practice Framework**.



Teachers develop the ILP with their coach at Induction Collaboration.

2 OBSERVATIONS REQUIRED

At least 1 observation must be an Observation by Coach.



We will be supporting our Coaches in conducting evidence-based, meaningful observations.

EARLY COMPLETION OPTION (ECO)

There is an 1-year Early Completion Option available to **highly skilled** new teachers. This entails an application process, shared at the beginning of the year.

- At least 3-years of teaching experience
- Administrator recommendation
- Observation by Induction Staff
- Final approval by ECO Panel

MONTHLY LOGS

Monthly Collaboration Log
Logs are due on the 1st of every month (September Log through April Log)

Induction Coach, meet a minimum of 1 hour each week with the teacher to discuss observations that will provide evidence of growth over the course of the program. Use the Learning Log (Sample Copying Guidelines in your Coaching Toolkit) for notes in facilitating your weekly meeting. **Coaches, at the end of the month, indicate your signature and date on teacher's reflections; signature required for the 1st and 4th log.**

Induction Coach Name		Participating Teacher Name		Month of October		Year	
Date	Time	Date	Time	Date	Time	Date	Time
Hours: 1	Input: 1	Hours: 1	Input: 1	Hours: 1	Input: 1	Hours: 1	Input: 1

Strengths or Current Celebrations

Current Focus or Challenges

Areas related to ILP Focus of Practice

Induction Coach's NEXT STEPS to Support Teacher

Coaches submit Monthly Logs that capture evidence of their Teacher's learning and growth.

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MEETING SURVEY



<https://tinyurl.com/AdminVisit23>

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TEACHER INDUCTION STAFF

Feel free to contact our program with any questions you might have. Our contact information can be found on our Teacher Induction website.

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