## 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.

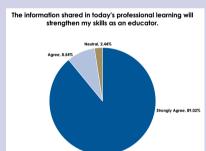
# TEACHER INDUCTION MEETINGS (REQUIRED)

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.





### PROFESSIONAL LEARNING (OPTIONAL)



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

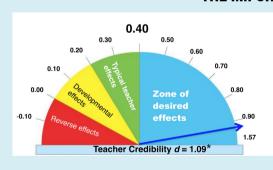
## THE TEACHER'S DIGEST



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.

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## THE IMPORTANCE OF 'COACH CREDIBILITY'

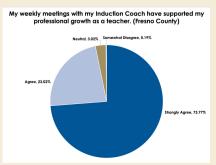


"Students learn best from teachers who they perceive to be credible, professional, and competent. The same thing is true for adult learners. Teachers learn best from instructional leaders who they perceive to be credible, professional and highly competent."

- Doug Fisher

\*Teacher Credibility Effect Size: John Hattie, 2012

# COACH EFFECTIVENESS FOR FCSS INDUCTION COACHES



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

# HOW CAN YOU IMPROVE COACH EFFECTIVENESS?





PROFESSIONAL GROWTH-MINDSET Instructional Leader Positive Role-Model

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



Remember, the ILP is nonevaluative as it is the professional focus for the Teacher throughout the entire semester.

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

## 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

Induction Coach Name Participating Tec								ocher Name			Month of: October	Total hours: 3
Date: Hours:	10.4	10.4 Date: 10.18 Date: 10.25 1 Hous: 1 Hous: 1			10.25	Date: Hours:		Hours:	Dofe: Hours:		Notes to Program:  We did not meet the week of the 8th because I had Mentor training and we both had EP meetings.	
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Coaches
submit
Monthly
Logs that
capture
evidence of
their
Teacher's
learning and
growth.

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### **MEETING SURVEY**



https://tinyurl.com/ AdminVisit23



### **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.

Manjit Singh Rachel Miller Denise Guerrero Mandeep Sahota-Sangha Julisa Maldonado Vargas

