



# KASD New Teacher Induction Program

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# Definitions

- **Inductee:** Any teacher, regardless of experience, who has not completed a state-approved induction program.
- **LTS Inductee:** A long term substitute of 45 days or more who has not completed a state-approved induction program.
- **New Teacher:** An experienced teacher with tenure in PA who is new to KASD.
- **Mentor:** An experienced teacher who has taught in the KASD for at least three years who will serve as a resource, positive role model, and conduit of information to an inductee.
- **Resource Person:** An experienced teacher who has taught in the KASD for at least three years who will serve as a resource, positive role model, and conduit of information to a New Teacher or LTS Inductee.



# Plan Development

- Based upon PDE requirements
- Updated annually by leadership team based upon feedback from participants
- Submit to state every 6 years for approval after 28-day posting for public review



# Plan Components

1. New Teacher Orientation (August)
2. KASD Workshops
3. BCIU Workshops
4. Classroom Visits
5. Mentor/Inductee Meeting
6. Principal/Inductee Meeting
7. Formal Observation
8. Lesson Plans



# 1. New Teacher Orientation (August)

- Welcome and Introductions
- KASD Instructional Model
- Bus Tour
- Technology Systems
- Assessments
- Work with principal/mentor



## 2. KASD Workshops (quarterly)

- Educator Effectiveness:
  - Domain 1 - Planning and Preparation
  - Domain 2 - Classroom Environment
  - Domain 3 - Instruction
  - Domain 4 - Professional Responsibilities



### 3. BCIU New Teacher Workshops (pick 4)

- Behavior Principles
- Instructional Excellence Through PDEs New Teacher Effectiveness Model
- Special Education: Legalities and Practicalities
- Putting the Personal in Personalized Learning
- ESL: Best Practices for Teaching and Supporting English Learners
- Build a Strong Classroom Culture with a Focus on Equity
- Technology-Supported Instruction
- Assessment Literacy
- Making Grading Meaningful
- Career Readiness



## 4. Classroom Visits

- Focus on reflection
- Inductee/mentor
- Inductee/peers
- Learning walks



# 5. Mentor/Inductee Meetings

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- All-Hazards Plan
- Approved digital programs
- Assemblies
- Attendance/tardiness
- BCIU
- Bell/building schedule
- Board Policies
- Board Policies
- Budget process
- Building access
- Building duties
- Building rules
- Calendar
- Code of Ethics
- Communications
- Conference request forms
- Copiers
- Comply
- ConnectEd
- Curriculum
- Discipline
- Dress code
- Lost and found
- Lunch procedures
- Medical help
- Meetings
- Morning homeroom
- PA Standards
- PA-EETP
- Parent conferences
- Parking procedures
- Paydays
- Payroll and benefits
- Performance Plus
- PowerSchool
- PSSA/Keystones
- School phones
- Special Education
- STEAM Resource Library
- Student Handbook
- Student records
- Students leaving class
- Substitute lesson plans
- Teacher contract
- Teacher mailboxes
- Tech material/equipment



## 6. Principal/Inductee Meetings

- Meet regularly
- List of topics from previous slide plus others as needed



## 7. Formal Observations

- Clinical observation model
- Pre-observation, observation, post-observation
- One per semester



## 8. Lesson Plans

- Submit weekly lesson plans to principal and copy Director of Curriculum
- Feedback to be provided