

New Teacher Academy

Secondary Teachers Session

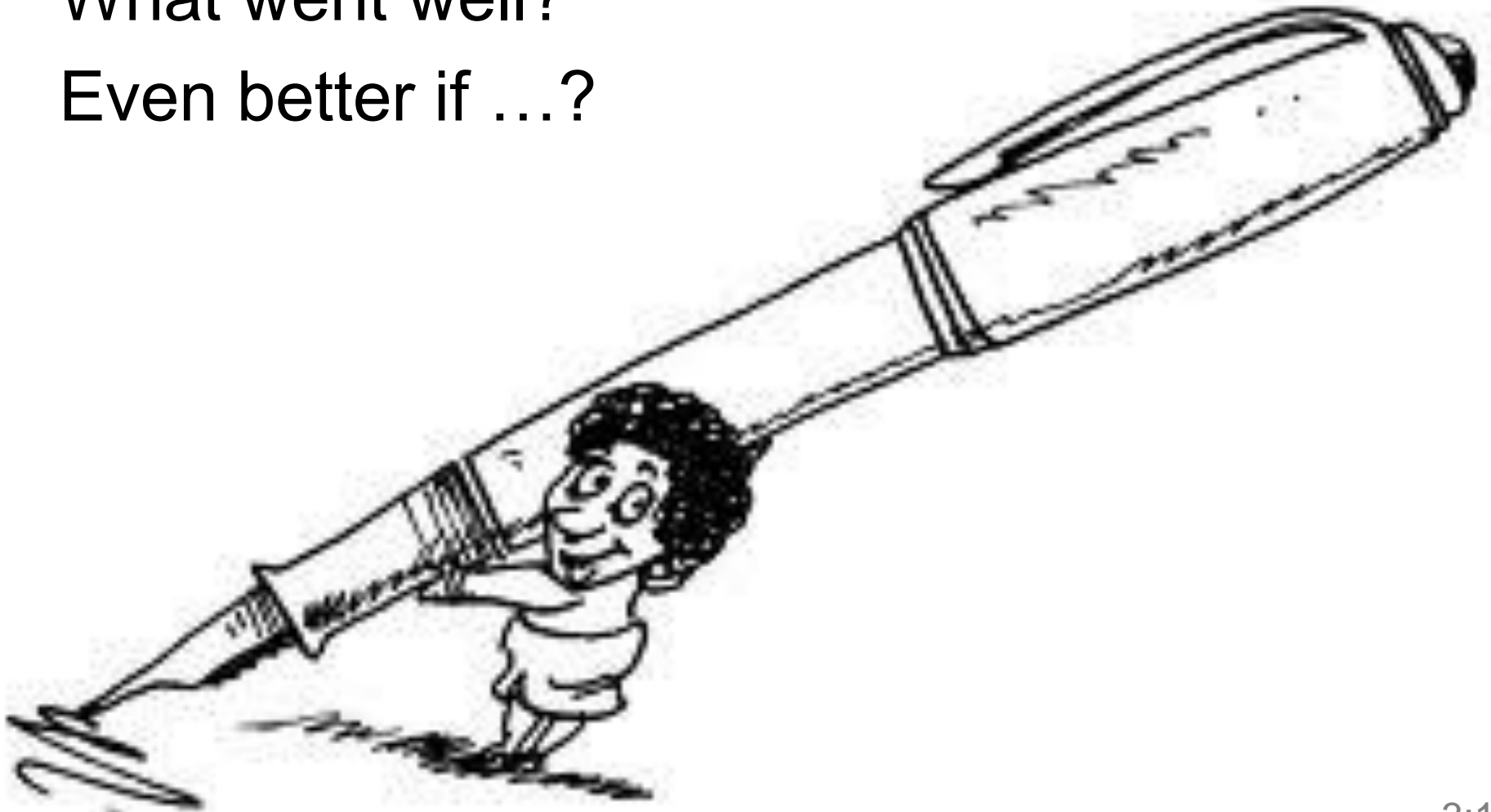
- Please sign in
- Find a seat
- Fill out a nametag
 - Name
 - School
 - Discipline



First Quarter Debrief

What went well?

Even better if ...?



AGENDA

Secondary Teachers Session

- **Overview of NTA**
 - Who?
 - Where?
 - Why?
 - What?
 - When?
- **New teacher evaluation system**
- **Classroom Behavior Strategy**
- **Reflection**
- **Next time**

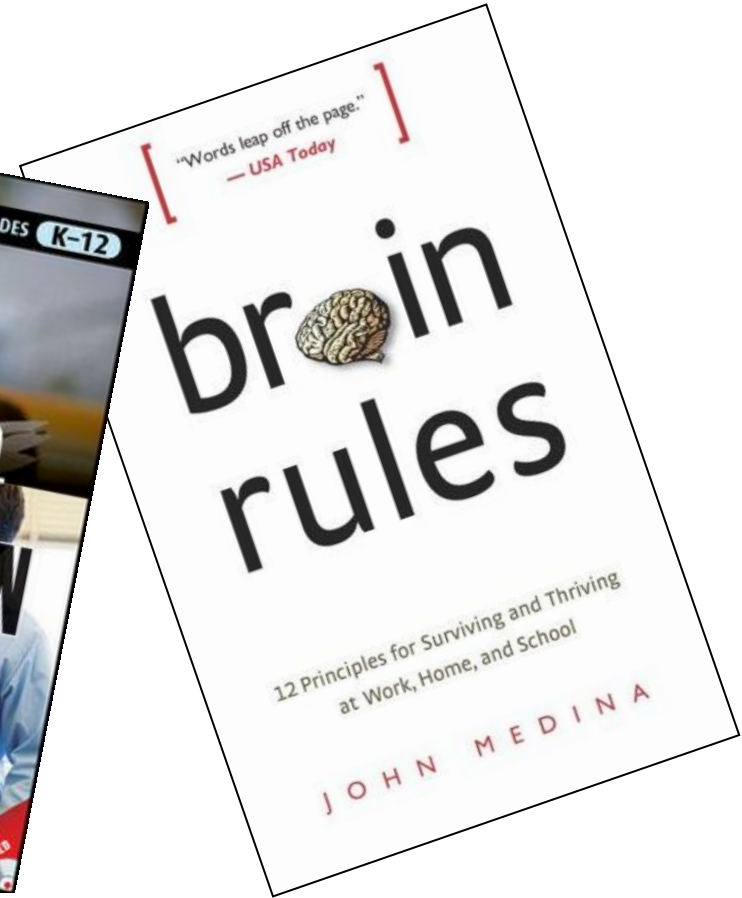
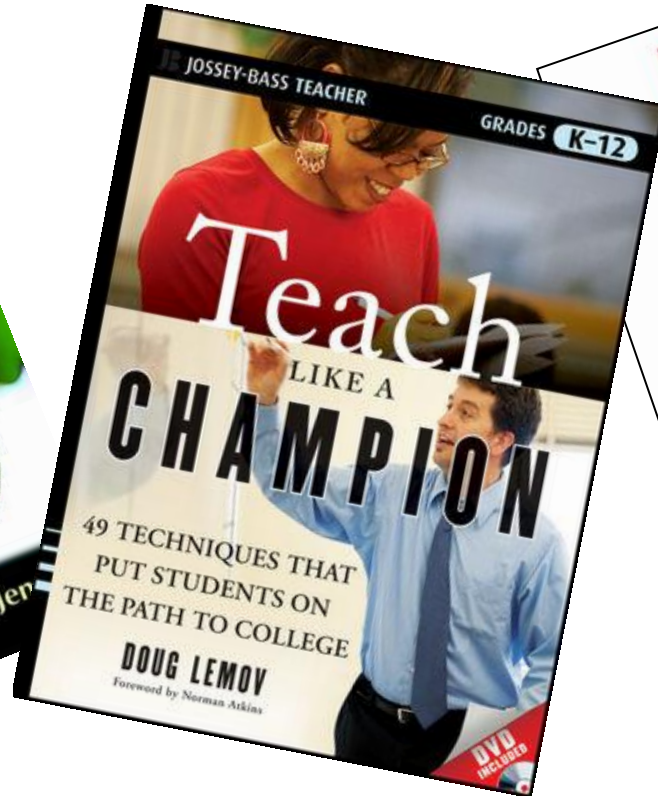
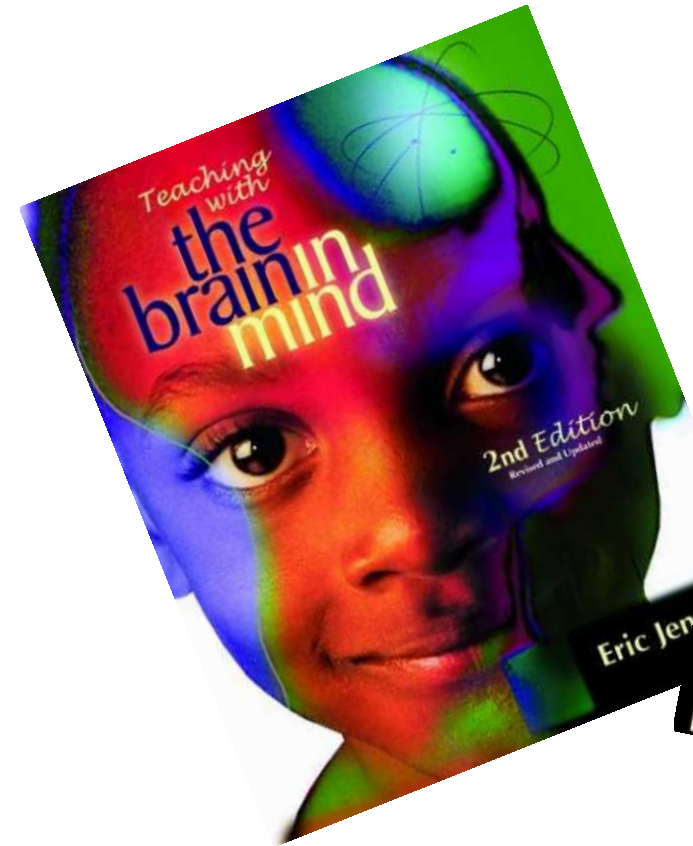
New Teacher Academy

Year Long Program: WHO?

- Teachers with less than one year experience
- Experienced teachers new to the ISD
- Mentor teachers

New Teacher Academy

Year Long Program: WHAT?



New Teacher Academy

Year Long Program: **WHEN?**



2011-2012

Academic Year Calendar

All meetings from
3:00 → 4:00
Admin Conference Room

July 11						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 11						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 11						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 11						
Su	M	Tu	W	Th	F	Sa
						1
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November 11						
Su	M	Tu	W	Th	F	Sa
						1
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 11						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 12						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 12						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

March 12						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April 12						
Su	M	Tu	W	Th	F	Sa
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

May 12						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

June 12						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

July 12						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August 12						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Oct 17

Nov 14

Jan 09

Feb 06

Mar 05

Apr 16

New Teacher Academy

Year Long Program: WHERE?



HERE

why?

...in terms of
knowledge based

...knowledge

...as a

...community



collaboration
is everything

New Teacher Academy

Year Long Program: WHY?



Professional Development Pay (PDP)



Sign in at each meeting
Earn clock hours and \$\$\$
Paid per hour of attendance
1 hour per meeting
6 hours maximum
3 hours minimum

Mentee and Mentor Stipends

- Meeting attendance not required
- Requires [monthly reflection log](#)
- Mentor: \$450
- Mentee: \$300



MENTEE REQUIREMENT S

- observe mentor
- observe another teacher
- goal set
- observed by mentor
- reflect



MENTOR REQUIREMENTS

- observe mentee
- be observed
- assist as needed

Mentee and Mentor Observations

- 2 half-days of release provided between now and March
- Intended to cover ONE half-day for the new teacher and ONE half-day for the mentor
- Must be pre-arranged and APPROVED by Karen Stockton in the Sub Office: stocktonk@issaquah.wednet.edu
- Teachers in your building CANNOT sub for you.

Mentee and Mentor Observations

Suggested observation schedule:

- New teacher ½ day sub: observes mentor and another teacher
- Mentor ½ day sub: mentor observes new teacher and gives feedback on their practice

MENTOR RELATIONSHIP:

- Mentors are there to support you.
 - They cannot evaluate your performance, per WAC code.
 - Your principal will not glean evaluative feedback from your mentor.
- Mentors do support you in achieving evaluation targets.



EVALUATION

- Outstanding**
- Very Good**
- Satisfactory**
- Marginal**
- Unsatisfactory**

Evaluation System

The expectations for NEW teachers

- Read
- Annotate with ideas for evidence
- Share out

AUGUST SURVEY RESULTS

TOPIC	AVE
Setting and maintaining high behavioral expectations	3.3
Planning that ensures academic achievement	3.9
Challenging students to think critically	4.1
Engaging students in your lessons	4.4
Strategies for setting high academic expectations	4.7
Creating a strong classroom culture	4.9
Structuring and delivering your lessons	6.3
Building character and trust	6.6
Improving pacing: creating a positive rhythm	6.8
Critical reading skills and techniques	8.1

Technique Tip:

What is the suitable percentage of students following a direction given in your classroom:





O

B

V

K

In Action...

Take note of strategies these teachers use to ensure 100% compliance.

Forms of Intervention

- Non-verbal intervention
- Positive group correction
- Anonymous individual correction
- Private individual correction
- Lightning quick public correction
- External consequence



- Non-verbal intervention
- Positive group correction
- Anonymous individual correction
- Private individual correction
- Lightning quick public correction

1 things you learned

1 questions still remaining

1 suggestion for our next meeting



YOUR RIGHT NOW RESPONSIBILITIES:

- Begin thinking about when you will observe
- Look for an e-mail about the Mentor/Mentee Log
- Apply what you have learned today and plan to share (briefly) at our next meeting.



This letter is to
inform you that
LET'S BREAK UP.