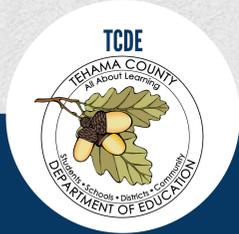
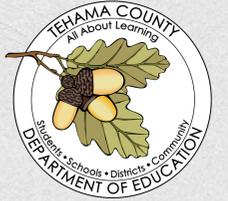


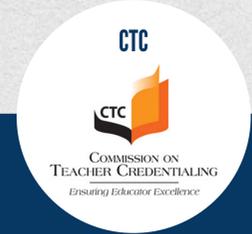
TEACHER INDUCTION MODEL



- Design a robust mentoring system informed by theory and research
- Build on knowledge and skills gained during the Preliminary Credential Program
- Provide ongoing training and support for Mentors
- Provide guidance and clear expectations for mentoring
- Connect Mentors and Credential Candidates to available resources
- Provide multiple opportunities to demonstrate growth in the CSTPs
- Plan opportunities for reflection on progress toward ILP goals
- Provide formative feedback to Mentors on their work and collaborative relationships
- Assess Credential Candidate's progress toward mastery of the CSTPs



- Assign qualified Mentors
- Collaborate to develop Individual Learning Plan goals
- Ensure Mentors and Credential Candidates have resources to succeed
- Offer professional development
- Schedule opportunities to observe experienced colleagues
- Arrange time for mentoring
- Provide guidance for mentoring
- Honor confidentiality



- Adopt new standards to streamline and individualize the induction process for teachers
- Develop and maintain rigorous standards that drive induction program quality and effectiveness
- Monitor program implementation and outcomes

Alliance



- Collaborate to develop Individual Learning Plan goals
- Assure one hour per week of individualized mentoring
- Provide "just in time" mentoring with day to day needs
- Facilitate longer term analysis of teaching practice and application of the CSTPs

- Facilitate growth through modeling, guided reflection, and feedback on instruction
- Guide analysis of data to inform planning and instruction
- Connect to professional learning community
- Refer to expert personnel, district resources, and other instructional resources



- Build teacher leadership among Mentors
- Establish a positive culture for teacher development



- Reflect consistently on the effectiveness of instruction
- Use data to inform cycle of planning and instruction
- Develop enduring professional skills and improve application and reflection upon the CSTPs
- Remain in the profession



- Enhance student learning

Impact

