



Supporting Teachers to Success

Norfolk Public Schools' New Teacher

Induction Program

SURN Leadership Institute

June 27, 2022

Norfolk Public Schools



New Teacher
Mentor Program



New Teacher
Institute



New Teacher
Academy



Coaching
Framework



Norfolk Public Schools

The cornerstone of a proudly diverse community

Teacher Induction Program Components

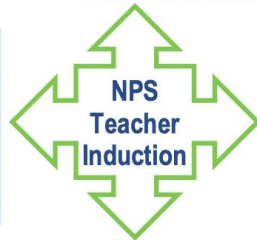
Teacher Induction consists of New Teacher Institute (NTI), the Mentor Teacher Program, New Teacher Center Coaching (NTC) Partnership, and the New Teacher Academy. The program is designed to help new teachers establish themselves and successfully transition into the field of education. The program offers a comprehensive plan for continuous development of professional competencies and provides support and assistance for the new teacher in each school site.

New Teacher Institute introduces:

- The community we serve
- New employee information
- Teacher Mentor Program
- Classroom Management
- Norfolk Public Schools curriculum
- Instructional Technology information

District Mentor/Coaches

- District mentors are former NPS teachers
- NTC Coaching Partnership
- Support beginning teachers at various schools
- Facilitate supplemental classroom management and instructional coaching



Mentor Teacher Program

- School-based mentors
- Job embedded support
- Enhance the professional development of new teachers
- Support new teacher competency, self-efficacy, and retention

New Teacher Academy

- Zero-year teachers – Classroom Management Academy
- 1–3-year teachers – Teacher Clarity Playbook Academy
- Career Switchers – Teacher Clarity Playbook Academy
- All teachers will participate in monthly Professional Learning Communities (PLC)

Teacher Induction Program Components

Mentor Teacher Program – Lead Mentors



JULY: LEAD MENTORS
SELECTED



AUGUST: GETTING
STARTED FRAMEWORK
PLC



SEPTEMBER – JUNE:
MONTHLY TRAINING
SESSIONS



MID-YEAR NEEDS
ASSESSMENT AND
REFLECTION



END OF YEAR NEEDS
ASSESSMENT ANALYSIS
AND RELECTION

Selection Criteria

- Classroom Teachers with three years of successful teaching experience
- History of proficient or outstanding performance appraisals
- Mentor Training
- Understand beginning teacher development & adult learning theory
- Model, observe, and provide feedback
- Analyze data and share instructional ideas
- Effective interpersonal skills
- Recognized as an outstanding teacher
- Commitment to learning and growth

School Administrator Role in the Mentoring Program



SELECT LEAD MENTOR
TEACHERS



SUPPORTIVE SCHOOL
CLIMATE



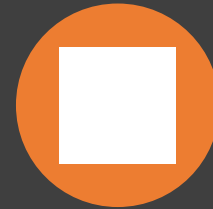
PROVIDE
COLLABORATION TIME



COHESIVE
INSTRUTIONAL
SCHEDULE



PROGRAM
ORIENTATION



SUPERVISE & EVALUATE
PROFESSIONAL
RELATIONSHIP



Norfolk Public Schools
The cornerstone of a proudly diverse community

Save the Date

New Teacher Institute

August 22 and August 23, 2022

8:00 a.m. - 4:00 p.m.



Know Before You Go **Information to Get You Started**

[New Teacher Institute Website](#)

[Read our New Teacher Newsletter](#)

[NPS Teacher Induction Program](#)

[Learn about Summer PD Offerings](#)

[Levels of Support](#)

New Teacher Institute

Example of New Teacher Institute Afternoon Schedule

| Day 2 Afternoon Breakout Session Rotation Schedule | | |
|---|---|---|
| The sessions titled: Building Strong Relationships with Families, Teacher Self-Care, and Teaching Thru the Lens of Equity will only be offered once. All Other sessions will be repeated during each session rotation time. | | |
| 12:45 p.m. - 1:35 p.m. | 1:40 p.m. - 2:30 p.m. | 2:35 p.m. - 3:25 p.m. |
| Building Strong Relationships with Families PreK-12 | Teaching Thru a Lens of Equity PreK-12 | Teacher Self-Care PreK-12 |
| Getting to Know Your Technology Toolkit PreK-12 | Getting to Know Your Technology Toolkit PreK-12 | Getting to Know Your Technology Toolkit PreK-12 |
| Secondary Classroom Management | Secondary Classroom Management | Secondary Classroom Management |
| Elementary Classroom Management | Elementary Classroom Management | Elementary Classroom Management |
| ARA: STAR Assessments and Schoolnet - Elementary | ARA: STAR Assessments and Schoolnet - Elementary | ARA: STAR Assessments and Schoolnet - Elementary |
| ARA: STAR Assessments and Schoolnet - Middle School | ARA: STAR Assessments and Schoolnet - Middle School | ARA: STAR Assessments and Schoolnet - Middle School |
| ARA: STAR Assessments Schoolnet - High School | ARA: STAR Assessments Schoolnet - High School | ARA: STAR Assessments Schoolnet - High School |
| What I Wish I Knew... - Elementary | What I Wish I Knew... - Elementary | What I Wish I Knew... - Elementary |
| What I Wish I Knew - Secondary | What I Wish I Knew - Secondary | What I Wish I Knew - Secondary |



Classroom Management – Canvas Resources

Conscious Teaching's Classroom Management Academy

Simple Strategies for Creating Safe & Structured Learning Environments

Section 1: Foundations

- ▶ Video 1 Intro & Inner Authority (13:09)
- ▶ Video 2 Assuming the Best (8:39)
- ▶ Video 3 Invisible Subtitles (14:34)
- ▶ Video 4 The Gentle Press (11:24)

Section 2: Procedures

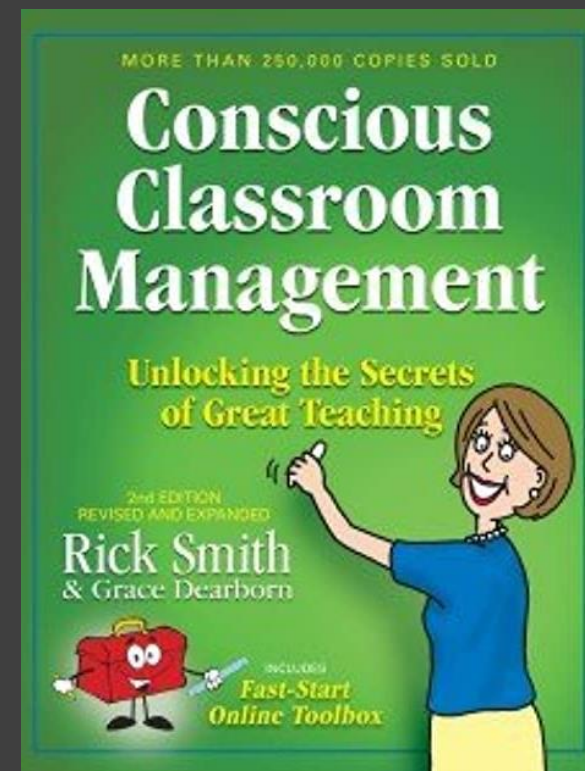
- ▶ Video 1 Procedures & Visuals (15:00)
- ▶ Video 2 Teaching Key Routines (15:33)
- ▶ Video 3 Non-Verbal Procedures (15:47)

Section 3: Consistency

- ▶ Video 1 Overview & Hand Raising (10:17)
- ▶ Video 2 Arguing & Private Conversations (13:07)
- ▶ Video 3 Giving & Checking Directions (12:19)

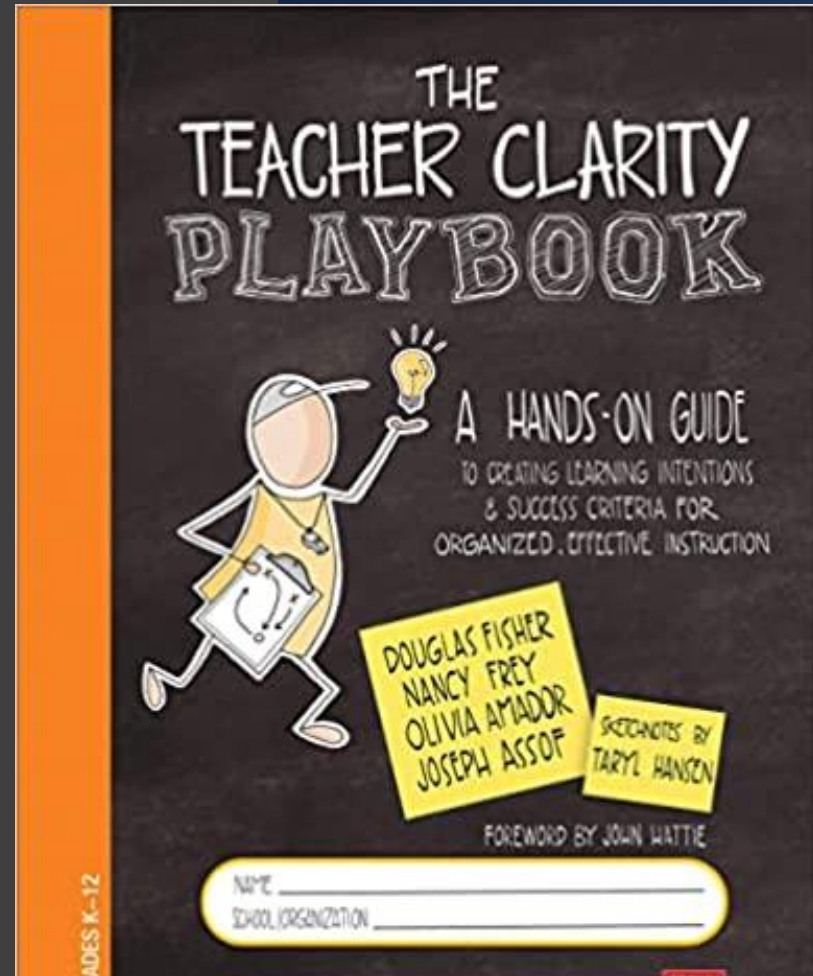
Section 4: Preparation

- ▶ Video 1 Relationships & Community (9:27)
- ▶ Video 2 Positive Connections (14:50)
- ▶ Video 3 Getting Started (6:14)



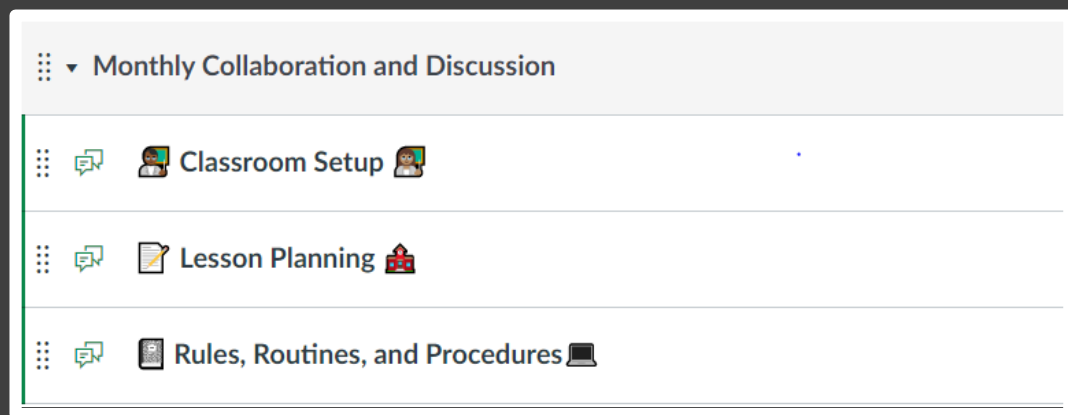
Teacher Clarity Playbook Canvas PLC Course

- Identifying Concepts and Skills
- Sequencing Learning Progressions
- Elaborating Learning Intentions
- Crafting Success Criteria
- Modifying Learning Intentions to Include Language Expectations
- Determining the Relevance of the Learning
- Designing Assessment Opportunities
- Creating Meaningful Learning Experiences
- Establishing Mastery of Standards

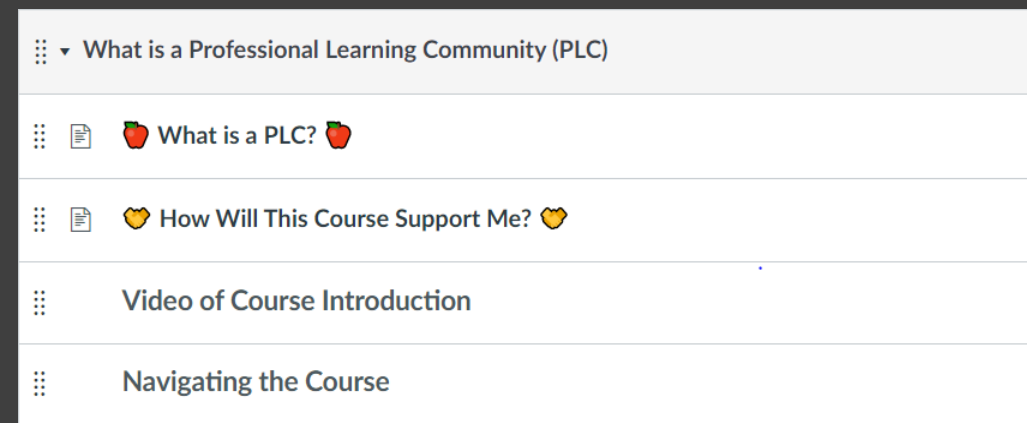




New Teacher Academy - Canvas Ongoing PLC



Monthly Collaborative Discussions



Defining a PLC for New Teachers

Norfolk Public
Schools &
New Teacher
Center
Partnership



Plan

Engage

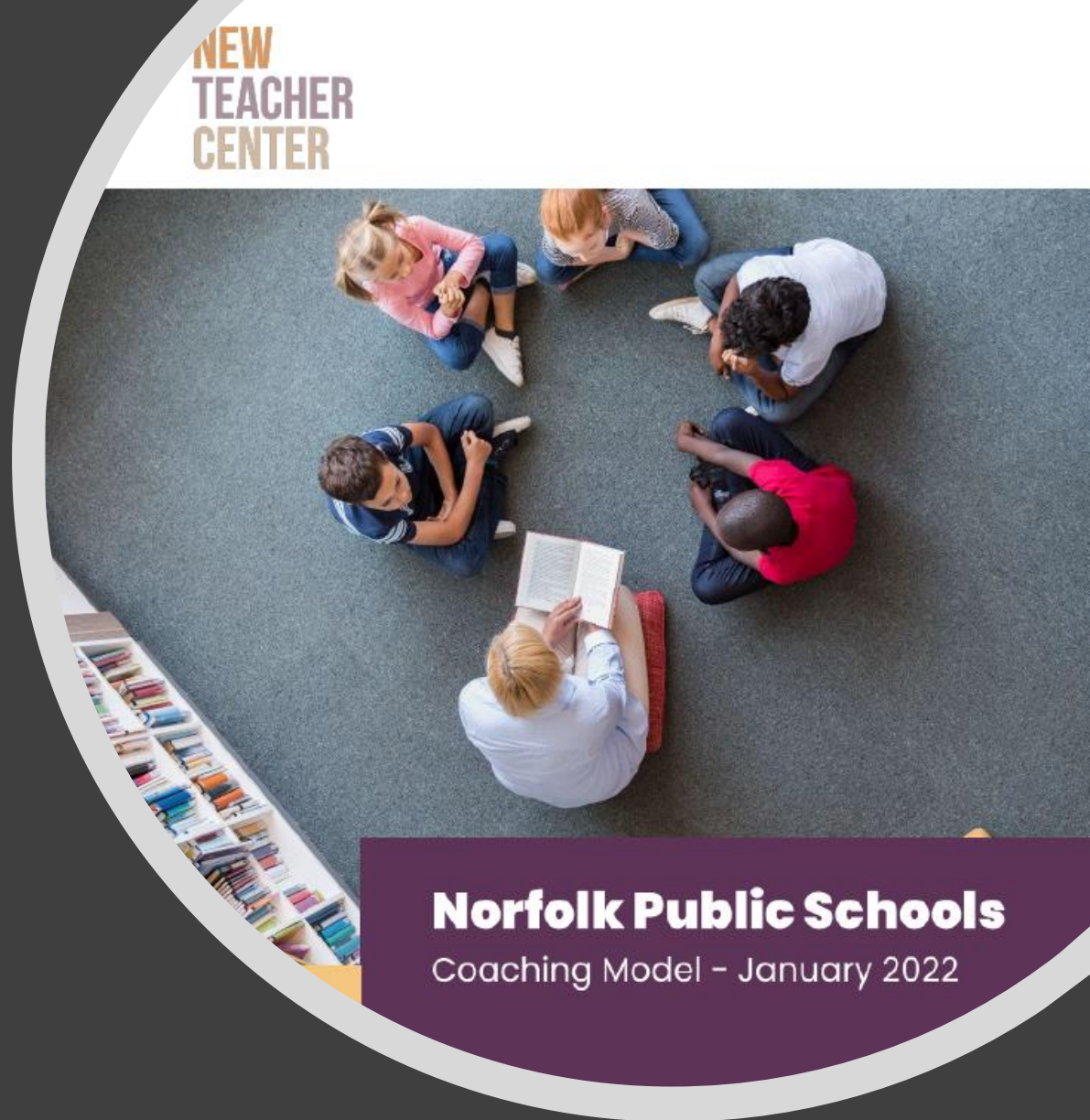
Reflect

Coaching Framework

Establishing the Foundation

Coaching Model

Sustaining the Work



Norfolk Public Schools

Coaching Model - January 2022

Coaching Framework

Year 1

Components of the Pilot

To support the development of an Instructional Coaching Model that can be used in all Norfolk Public Schools in 2022-2023, the district will identify 10 schools to pilot the model between February and June 2022. The 10 schools will engage in the following components:

**Orientation
Session**

**Monthly
Professional
Learning**

**Monthly
Coaching**

Monthly Professional Learning

Following this orientation session, NTC proposes to offer **monthly professional development** for school leaders and instructional coaches.

Session topics will include:

- The Why, What and How of Coaching
- Backward Design for Effective Planning
- Intellectual Preparation
- Deep Dive Into Observations
- Analyzing Student Work
- Connecting Social and Emotional Needs to Academics



Coaching Framework

Years 2-3



Questions or Discussion