Supporting Teachers to Success

Norfolk Public Schools' New Teacher Induction Program

SURN Leadership Institute

June 27, 2022

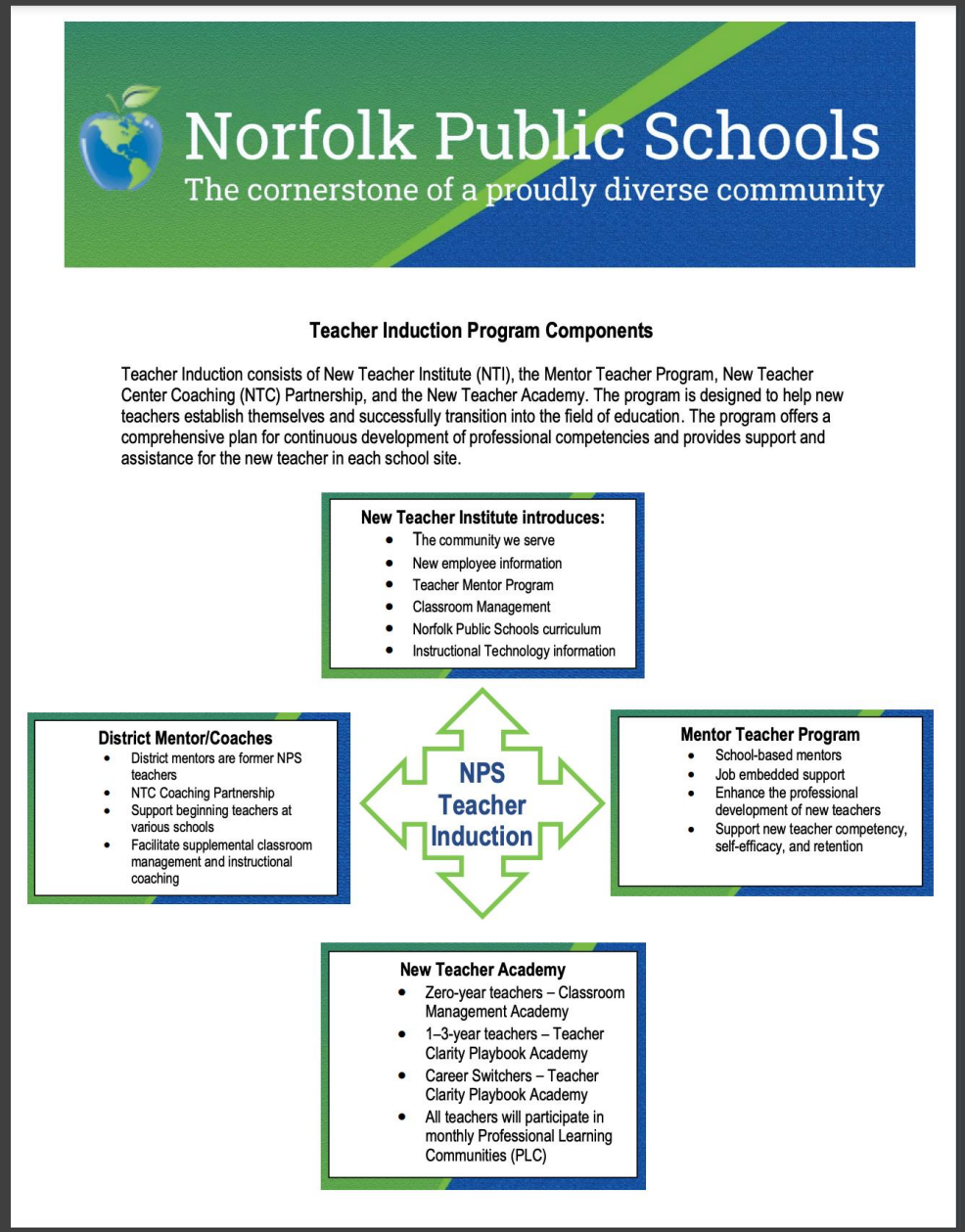
Norfolk Public Schools

New Teacher Mentor Program

New Teacher Institute

New Teacher Academy

Coaching Framework



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

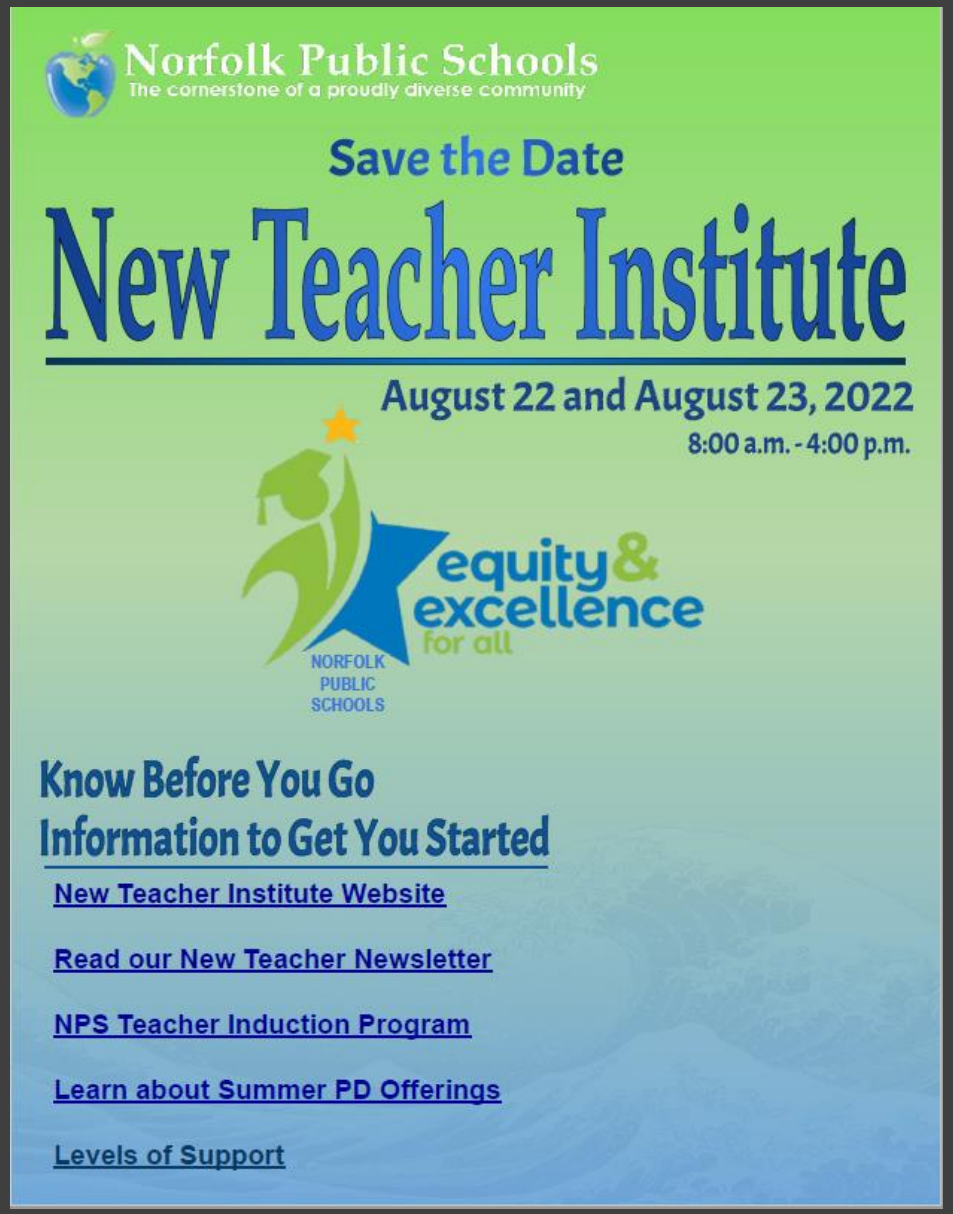
SUPPORTIVE SCHOOL CLIMATE

PROVIDE COLLABORATION TIME

COHESIVE INSTRUTIONAL SCHEDULE

PROGRAM ORIENTATION

SUPERVISE & EVALUATE PROFESSIONAL RELATIONSHIP



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

New Teacher Institute PLC 2022-2023

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

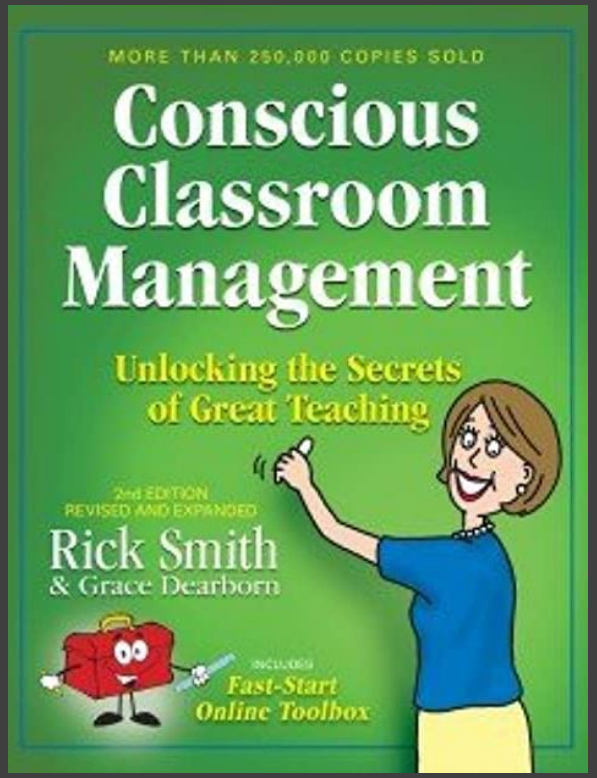
- Video 1 Procedures & Visuals (15:00)
- Video 2 Teaching Key Routines (15:33)
- Video 3 Non-Verbal Procedures (15:47)

Section 3: Consistency

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

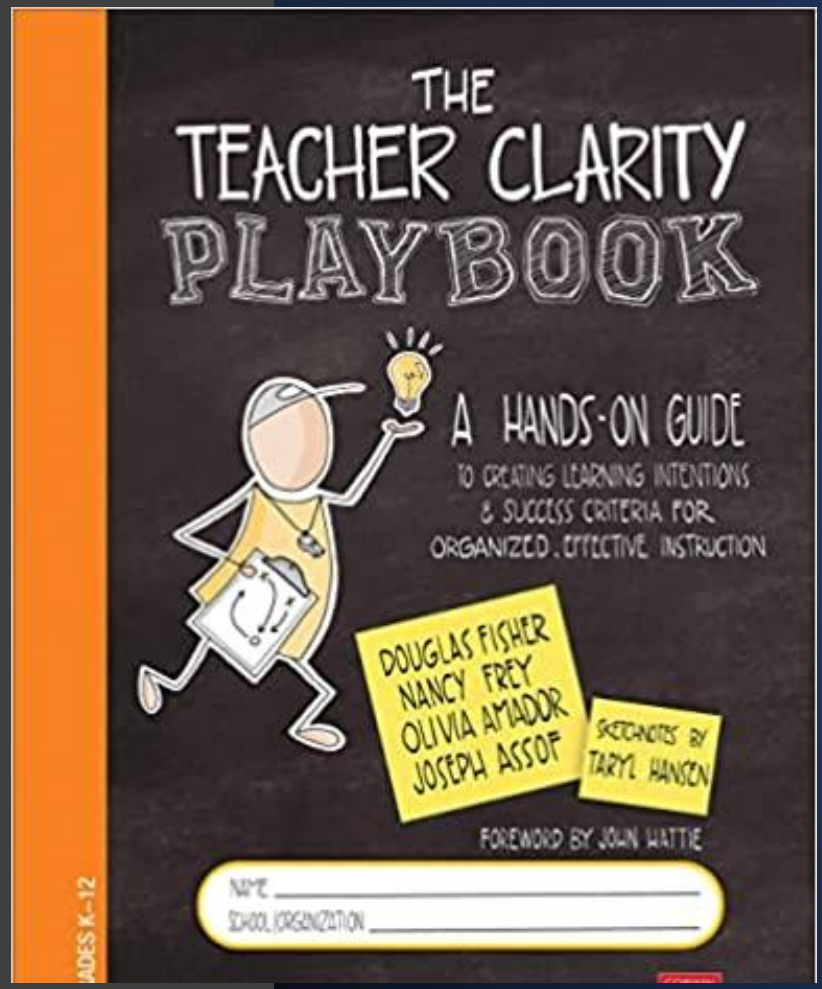
Section 4: Preparation

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

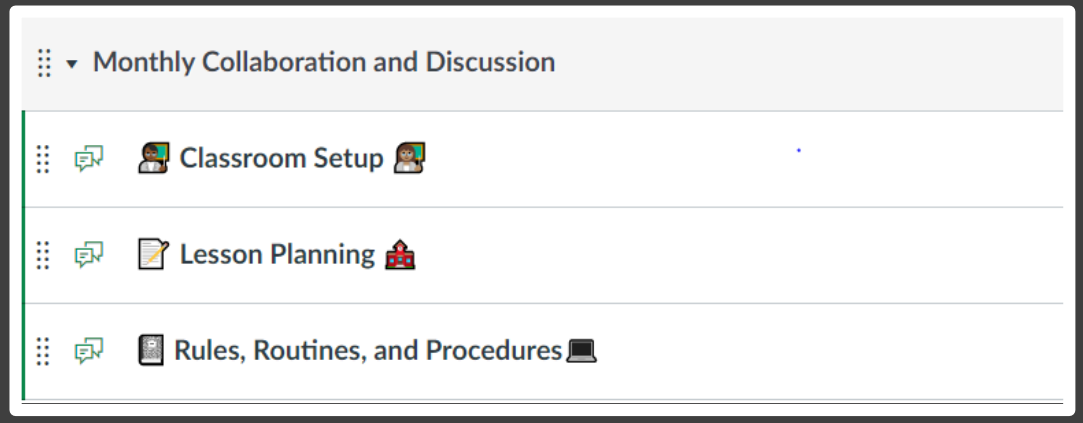


Teacher Clarity Playbook Canvas PLC Course

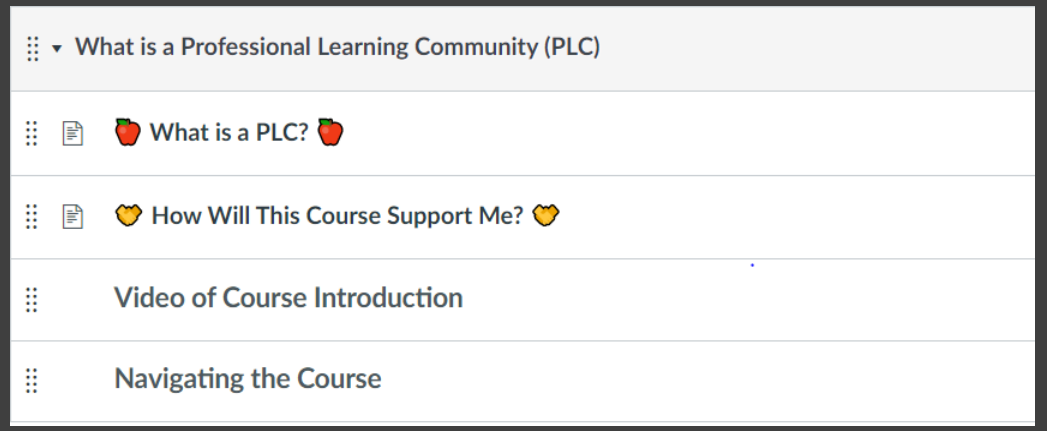
- Identifying Concepts and Skills
- Sequencing Learning Progressions
- Elaborating Learning Intentions
- Crafting Success Criteria
- Modifying Learning Intentions to Include Language Expectations
- Determining the Relevance of the Learning
- Designing Assessment Opportunities
- Creating Meaningful Learning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



New Teacher Academy - Canvas Ongoing PLC



Monthly Collaborative Discussions



Defining a PLC for New Teachers

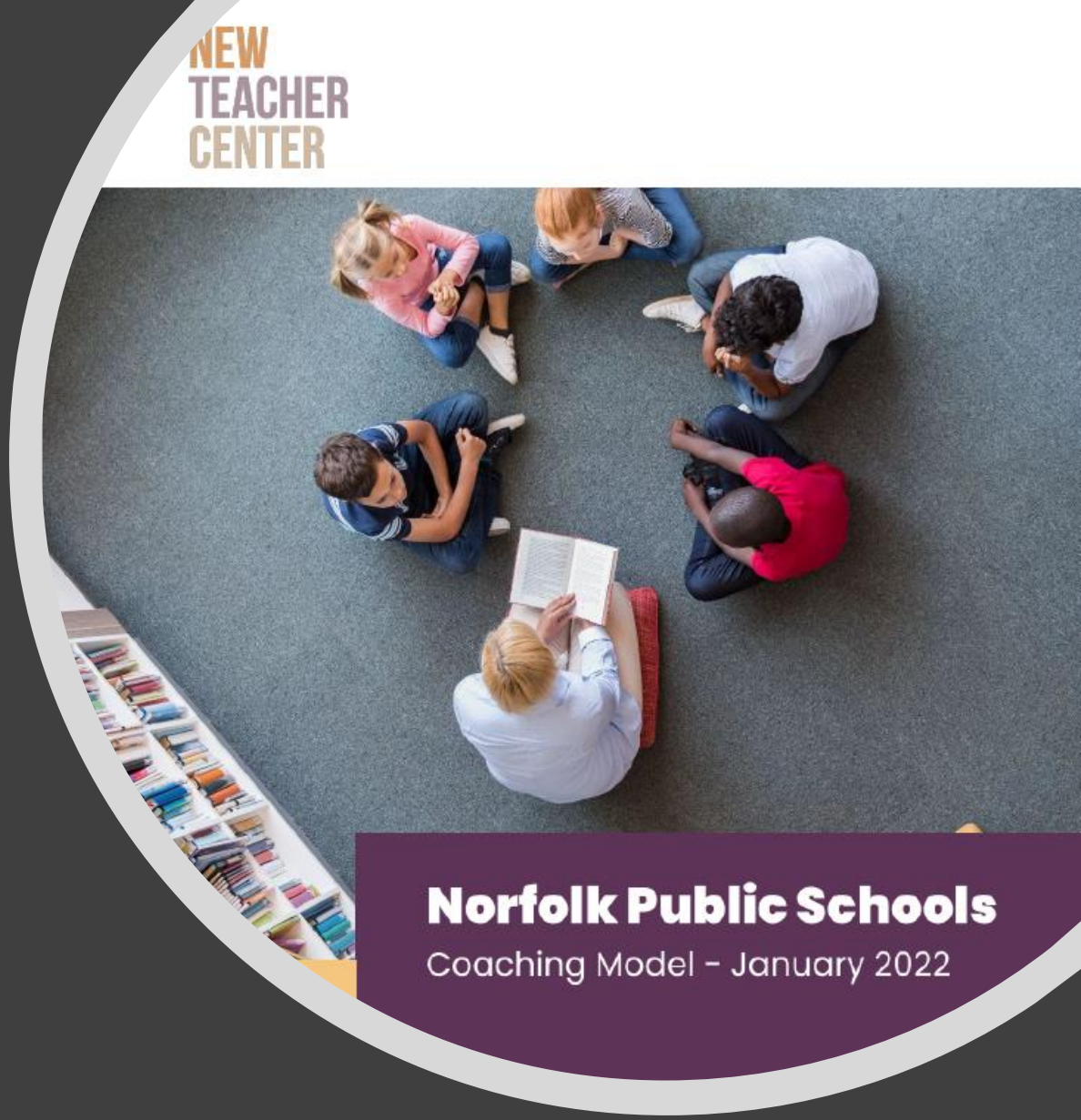
Norfolk Public Schools & New Teacher Center Partnership

Coaching Framework

Establishing the Foundation

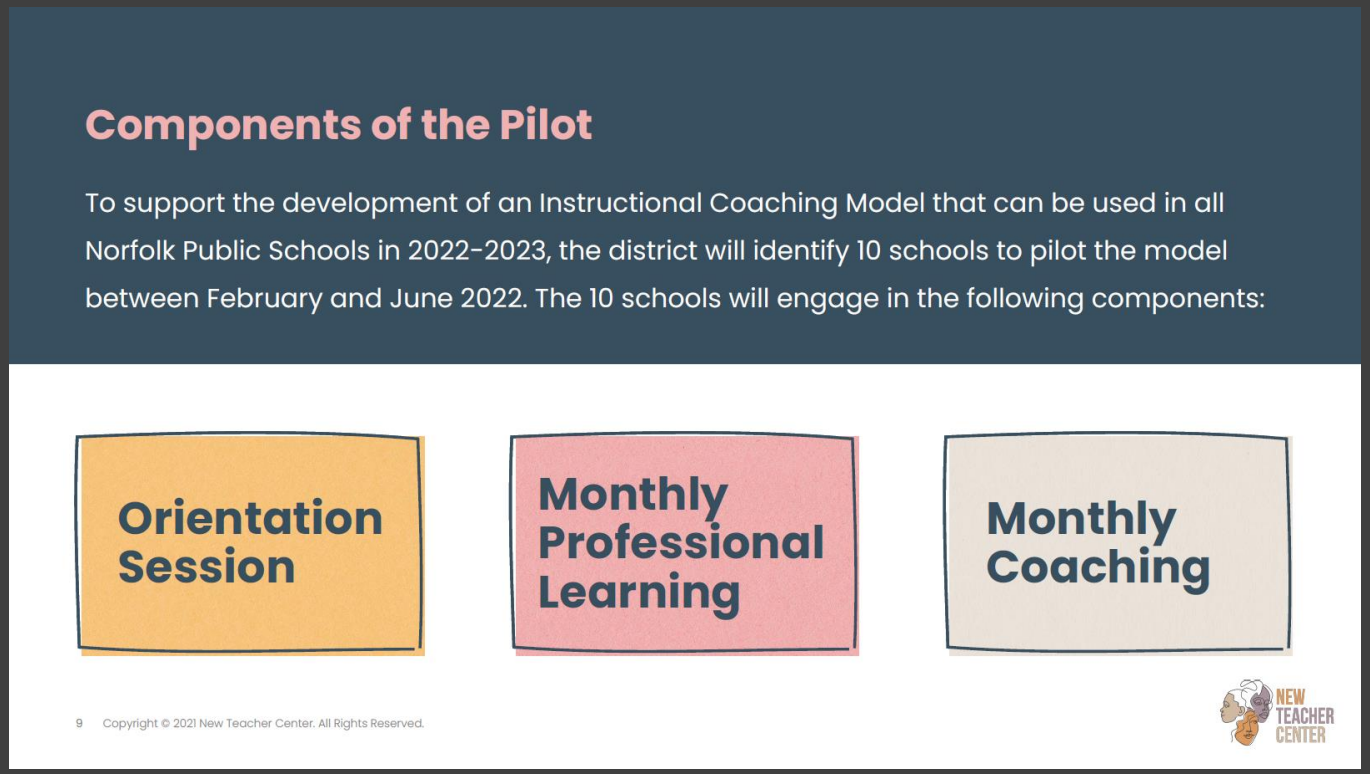
Coaching Model

Sustaining the Work



Coaching Framework

Year 1



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

Copyright © 2021 New Teacher Center. All Rights Reserved.

NEW TEACHER CENTER

Coaching Framework

Years 2-3

Questions or Discussion