



WEYMOUTH PUBLIC SCHOOLS

Strong Schools  **Strong Community**

Mentoring and Induction for Teachers and Administrators

March 26, 2015



Overview

- Vision and Mandates for Educator Induction
- Program Overview
 - New Teacher Induction
 - New Administrator Induction



Vision and Mandate

- Research Basis: The Need for New Teacher Support
 - Enhance student achievement
 - Accelerate teacher development
 - Improve teacher retention
 - Effective teachers are the #1 school-based factor for improving student outcomes.
 - A teacher's effectiveness has more impact on student learning than any other factor under the control of school systems, including class size, school size and the quality of afterschool programs.
- DESE Requirements for Educator Mentoring and Induction
 - Licensure Requirement

State Requirements:

1st year – 100 hours

2nd year – 50 hours



Alignment with District Strategic Levers

- 1. PROFESSIONAL LEARNING FOCUSED ON THE INSTRUCTIONAL CORE:** Provide professional development and opportunities for collaboration that improve educator practice by focusing on the instructional core.
- 2. EFFECTIVE USE OF DATA:** Implement aligned system of curriculum, accountability and inquiry that uses multiple sources of data.
- 3. PARENT AND COMMUNITY ENGAGEMENT:** Engage and partner with parents and community members in supporting excellence in academic skills, knowledge and mindsets.



Program Overview: New Teacher Induction

- New Teacher Orientation
- Mentoring Program
- Monthly New Teacher Sessions
 - Collaboration with DSAC

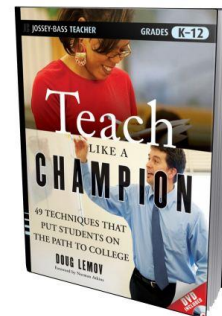




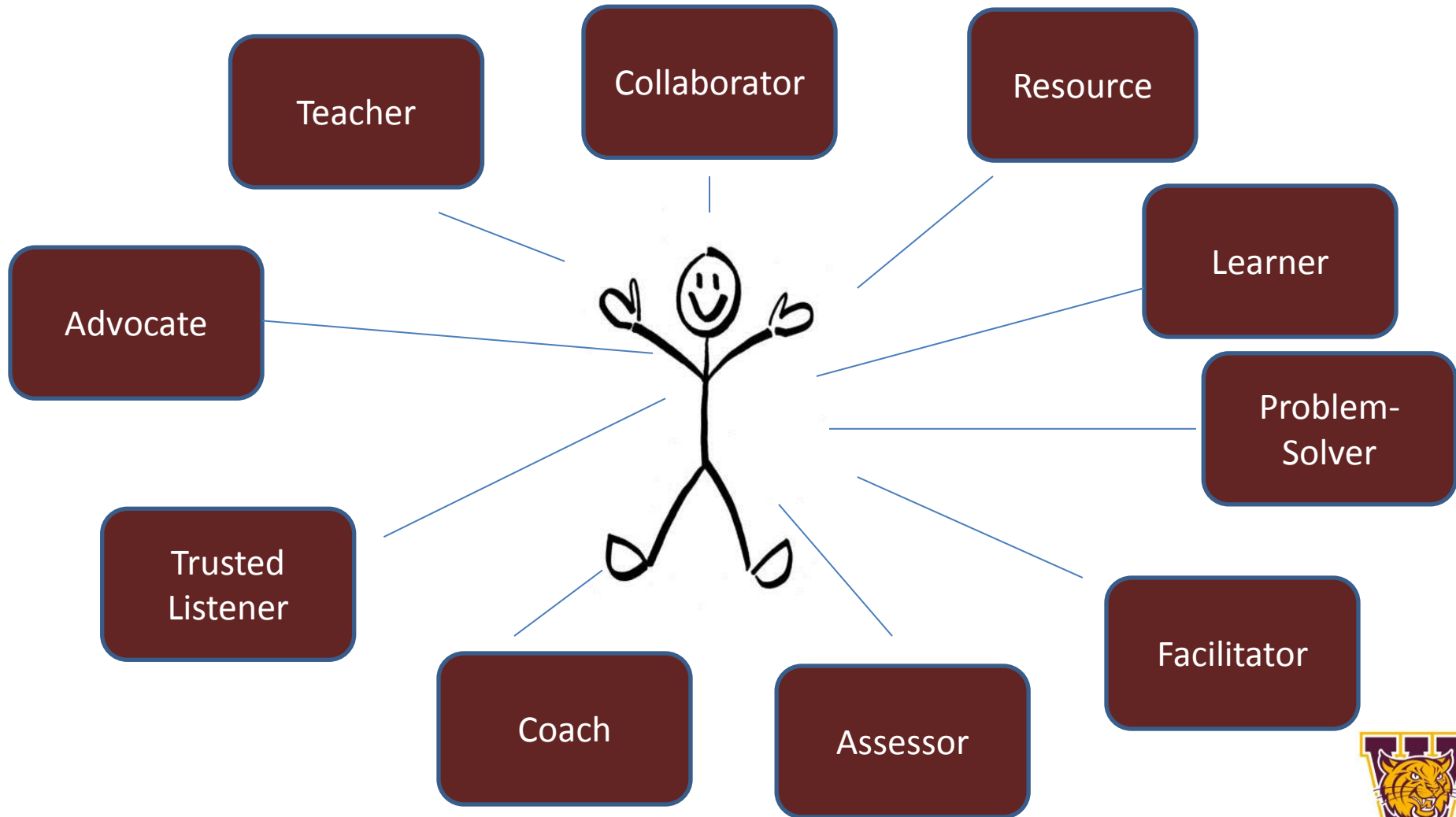
Teaching's "Three Simple Premises"

- What teachers know and can do is the most important influence on what students learn.
- Recruiting, preparing, and retaining good teachers is the central strategy for improving our schools.
- School reform cannot succeed unless it focuses on creating the conditions under which teachers can teach and teach well.

What Matters Most: Teaching for America's Future
National Commission on Teaching and America's Future, 1996



The Mentor Role



Program Overview:

New Administrator Induction

- Research Basis: The Need for New Administrator Support
 - Leadership is the second most important school-based factor in children's academic achievement
- Effective Leadership Practices
 - Improving instruction to enable teachers to teach at their best and students to learn at their utmost; and
 - Creating a climate hospitable to education in order that safety, a cooperative spirit, and other foundations of fruitful interaction prevail;
 - Managing people, data and processes to foster school improvement.

(The Wallace Foundation, 2012)



Program Overview:

New Administrator Induction

- Summer professional development
 - HILL training for data analysis and curriculum
 - Entry plan

Leaders are made, they are not born....

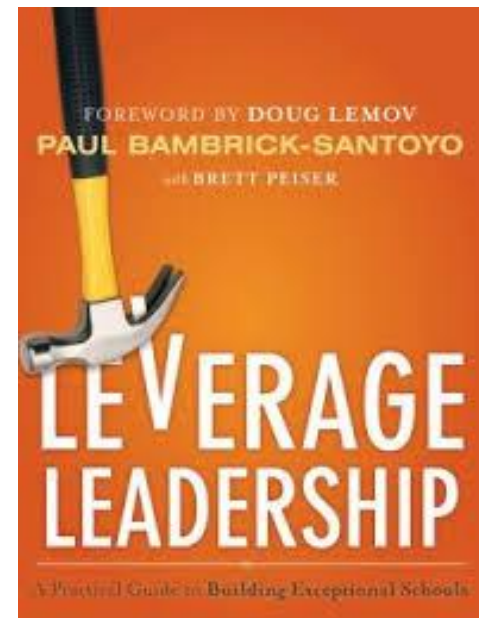
Vince Lombardi



Program Overview:

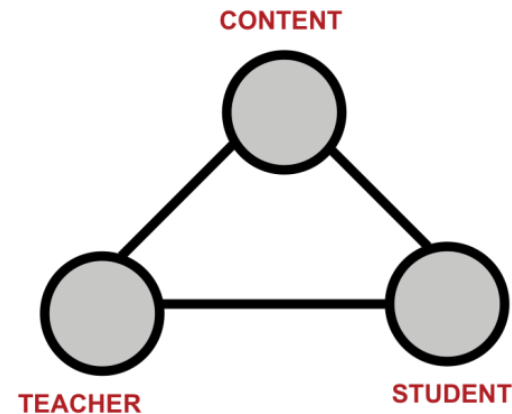
New Administrator Induction

- New Principal Induction Network (NewPIN)
 - “Just in Time” sessions with department heads
 - Focus on Leadership competencies
- Mentoring and Coaching Support for New Principals



Instructional Core

Central belief that improvement can occur only through changes in the relationship of teachers and students in the presence of content



Questions and Discussion