

Welcoming Teachers into District 90

April 2, 2019



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D90 Philosophy

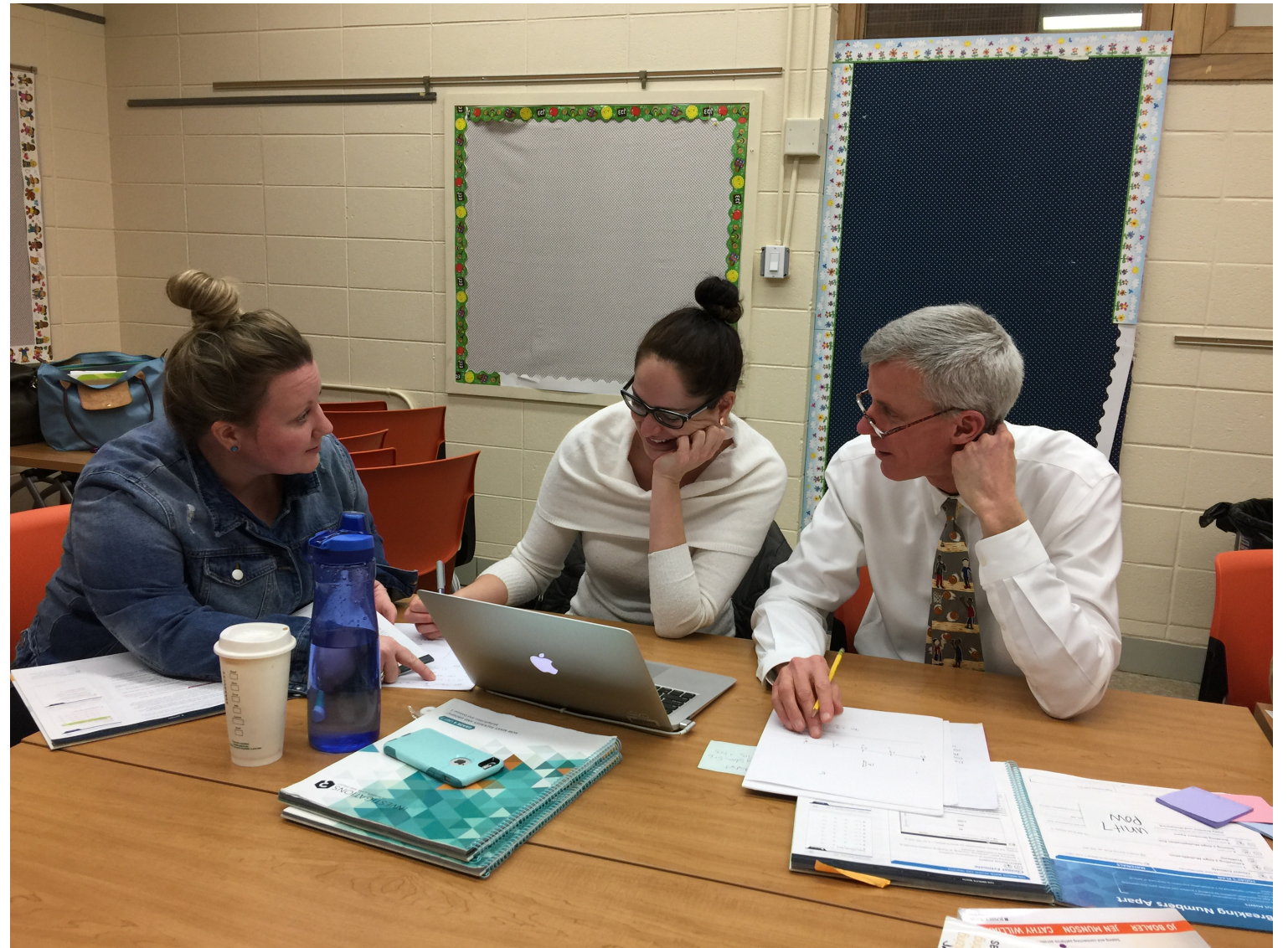
- Welcome
- Support
- Tools and information
- Understanding of D90 community and its culture



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What Does a Mentor Do?

- Collaborate
- Support
- Actively Listen
- Guide
- Share ideas, resources, etc.
- Reflect



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What Do Partners Talk About?

- Student learning
- What's working/celebrations
- Areas of opportunity, challenges, or concerns
- Reflection on practice and progress toward goals
- Relationship building
- TalentEd (e.g., IGP/SGP, an upcoming formal observation, etc.)
- Nuts and bolts
- Communication
- Community resources
- Other



New Teacher Orientation

- Teacher evaluation
- Technology
- Curriculum and instruction
- MTSS
- Procedures



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Goal Setting Cycle



Framework for Teachers

Domain 1 - Planning and Preparation

Components:

- 1a. Demonstrating Knowledge of Content and Pedagogy
- 1b. Demonstrating Knowledge of Students
- 1c. Setting Instructional Outcomes
- 1d. Demonstrating Knowledge of Resources
- 1e. Designing Coherent Instruction
- 1f. Designing Student Assessments

Domain 2 - Classroom Environment

Components:

- 2a. Creating an Environment of Respect and Rapport
- 2b. Establishing a Culture for Learning
- 2c. Managing Classroom Procedures
- 2d. Managing Student Behavior
- 2e. Organizing Physical Space

Domain 3 - Instruction

Components:

- 3a. Communicating with Students
- 3b. Using Questioning and Discussion
- 3c. Engaging Students in Learning
- 3d. Using Assessment in Instruction
- 3e. Demonstrating Flexibility and Responsiveness

Domain 4 - Professional Responsibilities

Components:

- 4a. Reflecting on Teaching
- 4b. Maintaining Accurate Records
- 4c. Communicating with Families
- 4d. Participating in a Professional Community
- 4e. Growing and Developing Professionally
- 4f. Showing Professionalism

Ongoing Support

- Mentoring
- Collaborative teams
- Instructional Specialists
- School Structures



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New Teacher Feedback

- Orientation
- Ongoing support



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QUESTIONS?



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