



Traditional two-year pathway, completed through in-person support coaching, mentoring, professional development and collaboration with others within the program cohort. Candidates receive professional development during both program Induction New Teacher Networks (held afterschool), as well as through district opportunities. District New Teacher Orientation sessions offered at the beginning of the year are designed to support the needs of first year candidates and to extend the understanding of the year two candidates. District-assigned professional development aligns to state and district needs related to standards, framework, instruction, adopted materials, and/or pedagogy. New Teacher Network sessions include new teacher topics, pedagogy, understanding of the CSTP, and more. Candidates also select professional development related to their ILP goals and needs.

General Education (Multiple Subject/Single Subject)

Coaching/Mentoring	Induction Mentor Requirements/Activities
Mentor Assignment within two weeks of program enrollment.	T1
Mentors must be matched by like-credential. Additional factors are considered when assigning mentors to candidates: experiences with content, grade-level, as well as site culture.	<ul style="list-style-type: none"> • Facilitate/Lead Orientation to Induction for Year 1 Candidates/ECO
Regular and ongoing coaching and mentoring, either directly provided or coordinated for each candidate. Candidate support must average out to at least 60 minutes per week.	<ul style="list-style-type: none"> • Facilitate/Lead Induction Launch for Year 2 Candidates
Regular and ongoing informal and more formal observation of candidates.	<ul style="list-style-type: none"> • Assist candidates in selecting appropriate professional development sessions offered by Induction New Teacher Networks.
Adhere to the agreements expected within the mentor agreement.	<ul style="list-style-type: none"> • Aug, /Sept. Review CSTPs, collect and assist with self-assessment for CSTP 2, review candidates Induction Development Plan (IDP)
Individual Learning Plan (ILP)	<ul style="list-style-type: none"> • Review Portfolio Pacing/Professional Development Overview
<ul style="list-style-type: none"> • Developed within 60 days of enrollment in the HESD Induction Program • Collaboratively developed CSTP goals with measurable outcomes, actions, implementation and growth reflections • Ongoing action research implementation with qualitative and quantitative data, analysis, refinement, and reflection • Professional development, both professional and ILP/job related • Self-assess against CSTP aligned to goals (regularly) • ILP goal(s) may be part of either year one or extend into year 2 	<ul style="list-style-type: none"> • Mentoring weekly-classroom day to day, professional growth goals. • Attend site administrator collaboration meeting with candidates • Begin ILP planning • Schedule candidate observations of veteran teachers • Attend New Teacher Networks with candidates. • Complete program surveys
	T2
	<ul style="list-style-type: none"> • Assist candidates with reflection on professional growth goals • Provide mentor feedback • Participate in mid-year portfolio review • Inquiry and action plan



Job-Embedded Fieldwork and Clinical Practice

Delivery Models and Pathways

<ul style="list-style-type: none"> • Online ePortfolio that exhibits candidate journey with goal implementation, research, and growth (including student growth) 	<ul style="list-style-type: none"> • Attend New Teacher Networks with Candidates • Mentoring weekly-classroom day to day, feedback on CSTPs/goals and Inquiry/observation of inquiry lesson • Schedule candidate observations of veteran teachers • Professional Development • Complete program surveys <ul style="list-style-type: none"> T3 • Inquiry and action plan • Mentoring weekly-classroom day to day, candidate goals and inquiry • Attend New Teacher Networks with candidates • Attend site administrator collaboration meeting with candidates <ul style="list-style-type: none"> • Participate with end-of-the year portfolio review • Assist candidates with self-assessment of End-of-year CSTP 1-6 growth. • Provide End-of-Year support • Complete End-of-Year program surveys
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