

Hattiesburg Public School District District and School Onsite Teacher Induction Guidance Plan 2020-2021

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HPSD Mission *The mission of the Hattiesburg Public School District is to
educate all students to become productive citizens of a dynamic, global*

community.

HPSD Vision *The Hattiesburg Public School District is a **model teaching and learning** community that graduates productive and caring citizens who are prepared to succeed.*

HPSD Teacher Induction Academy Purpose *The Hattiesburg Public School District Induction Academy has an impact on teacher effectiveness, teacher retention and teacher leadership, all of which has an impact on student learning and growth.*

HPSD District and School Teacher Induction Academy Goals 1. Establish a culture that creates and supports an effective teacher induction program 2. Provide and support ongoing professional learning that is aligned to the needs of the teacher 3. Communicate goals and expectations of an induction program 4. Evaluate the program effectiveness based on Teacher Needs Assessment

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Structure of Guidance

The Hattiesburg Public School District Teacher Induction Academy Guidance addresses several domains for high-quality teacher induction support at both the district and school levels centered around the following areas:

1. Orientation/ Professional Development Strategies and Support 2. Climate, Culture, and Relationship Building Strategies 3. Supporting Documents and Resources to Structure and Facilitate an Effective Teacher Induction Academy

Part 1 - Orientation/ Professional Development Strategies and Support

1. HPSD provides orientations for newly hired employees to facilitate their successful transition. *(Zero - 1 Year Experience)* 2. HPSD Teacher Induction Academy - *District Level*

- A two long induction program for novice teachers in the District *(Zero - 1 Year Experience)*
- Quarterly meetings held on topics to enhance and build teacher capacity
- Provide targeted and specific professional development based on New Teacher Induction Needs Survey

● Opportunities for collaboration with peers across the District 3. Teacher Induction Academy - *School Level*

- Provide support for novice and new teachers to the school buildings
- Monthly meetings held on topic to enhance and build teacher capacity
- Tailored professional development based on teacher needs
 - Mentor assigned to all teachers new to the school site 4. Communication and Feedback with Support *(School and District Level)*
- Weekly wellness check- ins
- Observational feedback and follow up with teachers face to face and via debriefing form
- Goal Setting Conferences
- Mentor Check Ins
- Administrator Feedback and Follow up

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5. Modeling and Coaching provided based on teacher needs *(School and District Level)*

- Research Based Strategies (Marzano) and Engagement techniques
- Classroom Management/ Learning Environment and Classroom Culture Building Strategies *(Harry Wong, etc.)* 6. New Teacher Support Resource Google Team Drive *(District Level)* 7.

Professional Learning Communities (PLCs) (School and District Level) 8. District Level Support - Curriculum Specialist Support

- Curriculum Coordinator (one-on-one support to teachers, training, etc.)
- Weekly Curriculum and Instruction Meetings to address needs and support for new/novice teachers by school site

• Provide materials, supplies, and resources to teachers in a consistent and timely manner 9. HPSD Master Classes (ELA/Math/Science Teachers, Interventionists/Academic Coaches, & Counselors) 10. Outreach support partnership with University of Southern Mississippi for New/Novice Teachers Zero - 1 Year Experience ****Part 1 - Developed, Implemented, and Monitored by Office of Curriculum and Instruction***

Part 2 - Climate, Culture, and Relationship Building Strategies and Activities

1. New Teacher Featured Newsletter 2. New Teacher Survival Kits 3. Spotlights (District, School, and Social Media) 4. HPSD TIA Class Yearbook 5. HPSD Graduates Spotlight (2 Yrs) 6. Affirmations (notes, emails, etc) 7. Wellness Check Ins 8. Appreciation Days 9. Amazing Educator Recognitions 10. New Teacher Shoutouts - Emails, Letters/Postcards Mailed Home, etc.

****Part 2 - Developed, Implemented, and Monitored by Office of Curriculum and Instruction***

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Part 3 - Supporting Documents and Resources to Structure and Facilitate an

Effective Teacher Induction Academy

All supporting documents and resources can be accessed for new teachers via Schoology. 1.

HPSD Classroom Accountability Checklist (*Mentee*)

[-https://docs.google.com/document/d/1EAKaiVq97IXQNImPqZd0JFstS627oZ81/edit#heading=h.gjdgxs](https://docs.google.com/document/d/1EAKaiVq97IXQNImPqZd0JFstS627oZ81/edit#heading=h.gjdgxs) 2. HPSD Classroom Management Plan Form (*Mentee*)

[-https://docs.google.com/document/d/1tyXht4f4vg0762T-gb8GN23E1rzF9Q-CGdxdh9ZmsQE/edit](https://docs.google.com/document/d/1tyXht4f4vg0762T-gb8GN23E1rzF9Q-CGdxdh9ZmsQE/edit) 3. HPSD TIA Monthly Mentor Meeting/Contact Documentation Form (*Mentor*)

<https://docs.google.com/document/d/18MfeYQjMUIM5h8ueY9MxoMfwFhRTjdPpISesVQVTbUo/edit> 4. HPSD TIA Mentor: Initial Communication Form (*Mentor*)

https://docs.google.com/document/d/1LaHc4VtkBkUeSdb8bpVXZdIGWQqM5J9foJONR_iOh3o/edit 5. HPSD TIA Peer Observation/ Conference Form (*Completed Every 9 weeks*)

Mentee Peer Observation Form -
<https://docs.google.com/document/d/1YbuQKH0T8kfn7aR3e8sG-m-YZcvv78rswc83tydhGJs/edit>

Mentor Peer Observation Form -
https://docs.google.com/document/d/1NJuvt9HopORtbNbJznqC5EixQ0KtsdZbq1Jzt_LFWY8/edit

6. Access Code to Schoology 69BD-7VD8-DDB8J