

Remove this policy and create procedure. Will renumber 431 Staff Development to be 425 Staff Development to align with MSBA Model Policy number.



SOUTH WASHINGTON COUNTY SCHOOLS  
Independent School District 833  
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## **425 TEACHER INDUCTION**

### **I. PURPOSE**

The purpose of this policy is to develop a program that will support and enhance the quality of teachers new to our district.

### **II. TEACHER INDUCTION PROGRAM**

- A. The responsibility for the development, coordination and evaluation of the school district's new teacher mentor program is assigned to the Department of Teaching and Learning.
- B. This program will provide one year of mentorship for (a) teachers in their first year of teaching or; (b) teachers new to the School District and who have been awarded continuing contract status by their previous district.
- C. This program will coordinate its' efforts with the ATPPS Program.
- D. The framework for this program should be comprehensive, researched based and in the teaching and learning philosophies of the School District and their specific application to the roles of each new teacher.
- E. Each new teacher will be assigned a mentor teacher. The relationship between the mentor and mentee shall be confidential and not used for job evaluation. The responsibilities of the mentor and mentee will be prescribed by the Department of Teaching and Learning Services.
- F. Mentor teachers will be selected by the Department of Teaching and Learning, using guidelines prescribed by the department, addressing these three selection criteria:
  - a. Instructional skills,
  - b. Mentoring skills and knowledge,
  - c. Personal and professional dispositions.

### **II. PROBATIONARY TEACHER TRAINING PROGRAM**

- A. The responsibility for the development, coordination, and evaluation of the School District's Probationary Teacher Training Program is assigned to the Department of Teaching and Learning.

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- B. This program will provide guidance and training for (a) teachers in their first three years of teaching prior to being awarded continuing contract status or; (b) one year for a teacher new to the School District and who has been awarded continuing contract status by their previous district.
- C. The School District’s Probationary Teacher Training Program will be prescribed by the Department of Teaching and Learning, in cooperation with supporting departments, and will support expectations set forth by their supervisor(s) as identified during tri-yearly evaluations, per Minnesota Statute 122A.40, subdivision 5.
- D. The annual, required amount of Probationary Continuing Education Units will be determined by the negotiated teacher contract.
- E. The framework for this program should be comprehensive, researched based, and grounded in the teaching and learning strategies and expectations for each teacher, as it applies to their specific role.
- F. Probationary teachers will receive a personalized plan for achieving their contractual Probationary Continuing Education Units, which may include, but is not limited to, training regarding:
  - 1. Positive behavioral intervention strategies
  - 2. Reading instruction preparation
  - 3. Key warning signs of early-onset mental illness
  - 4. Suicide prevention
  - 5. English Learners
  - 6. Cultural competency
- G. The Department of Teaching and Learning will identify internal and external opportunities for training throughout the course of the school year and will monitor progress of each personalized plan.

**Legal References:** Minn. Stat. § 120A.41 (Length of School Year; Days of Instruction)  
Minn. Stat. § 120A.415 (Extended School Calendar)  
Minn. Stat. § 120B.22, Subd. 2 (Violence Prevention Education)  
Minn. Stat. § 122A.18, Subd. 4 (Board to Issue Licenses; Expiration and Renewal)  
Minn. Stat. § 122A.40, Subds. 5, 7, and 7a (Employment; Probationary Period; Contracts; Termination - Additional Staff Development and Salary)  
Minn. Stat. § 122A.41, Subds. 4 and 4a (Teacher Tenure Act; Cities of the First Class; Definitions - Additional Staff Development and Salary)  
Minn. Stat. § 122A.60 (Staff Development Program)  
Minn. Stat. § 122A.61 (Reserved Revenue for Staff Development)  
Minn. Stat. § 126C.10, Subds. 2 and 2b (General Education Revenue)  
Minn. Stat. § 126C.13, Subd. 5 (General Education Levy and Aid)

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***Cross References:***

**POLICY ADOPTED:** May 21, 2009

**POLICY REVIEWED:** August 2013, September 15, 2016

**POLICY REVISED:** September 26, 2013, February 18, 2021