



Mifflinburg Area School District

Two-year Induction Plan for New Professional Employees

2024-2025 Year 1 (Cohort 1)

2025-2026 Year 1 (Cohort 2) and Year 2 (Cohort 1)

2026-2027 Year 1 (Cohort 3) and Year 2 (Cohort 2)

YEAR 1		
Each inductee will participate in APL Training		
Event Date	Topic	Facilitator
AUGUST	<p>New Professional Employee Orientation</p> <ul style="list-style-type: none"> * Program Goals * Weekly Meetings (Inductee and Mentor) * Implementation Plan for Mentors (Handout) * Needs Assessment (Handout) * Anecdotal Reports (Form) * Learning Walks (Form) <ul style="list-style-type: none"> * One observation each marking period (Inductee observes Mentor) Meet and Discuss * One observation each marking period (Mentor observes Inductee) Meet and Discuss *The Inductee and the Mentor observes another teacher/colleague together once per semester throughout the school year. <ul style="list-style-type: none"> *Choose an area of focus for the observation. *Observe an entire period or part of a lesson. *Inductee and mentor will meet to discuss the observation. * Mid-year Review (Form) * End-of-year Program Evaluation (Form) *Trainings (Condition of Employment) <ul style="list-style-type: none"> * Recognizing Child Abuse and Mandated Reporting Training *Act 71 Suicide Awareness and Prevention (Grades 6-12 only) *Program Documentation (Handout) *Register on PA-etep *Walk-Through Observations <ul style="list-style-type: none"> *Principal/Supervisor will conduct walk-through observations throughout all semesters. * Formal Observations <ul style="list-style-type: none"> *Principal will conduct a formal observation once each semester. 	<p>Director of Curriculum and Instruction</p>

	<p>*Pennsylvania Code of Professional Practice and Conduct for Educators (Handout)</p> <p>*Public Persona (Handout)</p> <p>*HIPPA and FERPA</p> <p>*Policy 103 Discrimination/Title IX Sexual Harassment</p> <p>*Policy 824 Maintaining Professional Adult/Student Boundaries</p> <p>*Policy 806 Child Abuse (KNOW THE PROCESS)</p> <p>*Policy 819.1 Suicide Awareness, Prevention and Response</p> <p>* Safety and Security</p> <p>*Professional Contract w/MAEA Representative</p> <p>*Introduction of Administrative Team</p> <p>*Lunch</p> <p>A Classroom Management Resource Book will be provided to each inductee (Book to be selected)</p> <p>A log of classroom management strategies that was tried and effective will be discussed with mentor and included on each marking period's anecdotal report.</p> <p>*Bus Tour of the District, Community, and SUN-TECH</p>	
SEPTEMBER	<p>Special Education Accommodations and Adaptations for Diverse Learners</p>	Supervisor of Special Education
OCTOBER	<p>Communicating with Families</p> <p>* Making Phone Calls to Families</p> <p>Progress Conferences</p> <p>Student-led Conferences</p>	Director of Curriculum and Instruction Building Principals
NOVEMBER	<p>Danielson Framework for Teaching Domain 1: Planning and Preparation</p> <p>NTPE: Planning and Preparation</p> <p>Lesson Planning</p>	Intermediate School Principal
DECEMBER	<p>What is Trauma?</p> <p>Trauma-informed Classroom Practices</p> <p>District-provided Mental Health Services</p> <p>Relationship Building with Students and Adults</p>	CSIU Facilitator Building Principals District Social Workers and School Counselors
JANUARY	<p>Danielson Framework for Teaching Domain 2: Classroom Environment</p> <p>NTPE: Educational Environment</p>	Elementary School Principal
FEBRUARY	<p>Danielson Framework for Teaching Domain 3: Instruction</p> <p>NTPE: Delivery of Service</p>	High School Principals

MARCH	Teaching for Engagement and Student Learning Growth vs. Fixed Mindset	Director of Curriculum and Instruction Building Principals
APRIL	Physical Safety and Security Communicative Safety and Cyber Security	Director of Student Services School Police Officers Director of IT Services
MAY	Danielson Framework for Teaching Domain 4: Professionalism NTPE: Professional Development	Middle School Principals
YEAR 2		
Event Date	Topic	Facilitator
SEPTEMBER	*How can I get involved in my School, Building, and Community? *Make a commitment to attend and/or participate in one activity. *The concept of Multi-tiered Systems of Support (MTSS) and Positive Behavior Intervention and Support (PBIS) *How MTSS and PBIS is done at the different buildings	Director of Curriculum and Instruction Building Principals Supervisor of Special Education
OCTOBER	Professional Ethics Modules (5 hours)	PD Center Modules pdesas.org
NOVEMBER	Learning Progressions for Inductee's assigned subject area	Director of Curriculum and Instruction Building Principals
DECEMBER	Previous Year Student Performance Report: Use of Quality Teacher-specific Data and Building-level Data Within Student Performance Measures	Director of Curriculum and Instruction Building Principals
JANUARY	*Learning Walks: Inductees and Mentors will observe a teacher in the building below their teaching assignment *Example: An Intermediate School Teacher will observe an Elementary School Teacher. An Elementary School Teacher will observe a Pre-K Counts Teacher in the Elementary School. *Meeting: Observations Shared	Inductee and Mentor
FEBRUARY	*Encouraging Inductees to Get Out of Their Comfort Zone: *Selected teachers will share instructional strategies they have used in their classrooms. *Inductees will select one instructional strategy to try. Discuss with mentor.	Selected Teachers

<p>MARCH</p>	<p>*Learning Walks: Inductees and Mentors will observe a teacher in the building above their teaching assignment *Example: An Intermediate School Teacher will observe a Middle School Teacher. A High School Teacher will observe a teacher in the grade above their teaching assignment. *Meeting: Observations Shared</p>	<p>Inductee and Mentor</p>
<p>APRIL</p>	<p>e-Learning and Non-traditional Education</p>	<p>Non-traditional Education Coordinator</p>
<p>MAY End of Program</p>	<p>*Converting Instructional I to Instructional II *Differentiated Supervision Plan *Certificate Presentation</p>	<p>Building Principals and Director of Curriculum and Instruction</p>