



Boys' Latin of Philadelphia Charter School New Teacher Induction Plan 2024-2025

Program Structure:

The induction program for new staff at Boys' Latin of Philadelphia is designed to ensure a smooth transition and comprehensive understanding of the school's policies, procedures, and culture. The program spans the first year of employment, with a structured schedule of orientation, training sessions, and ongoing support.

1. Orientation (August 2024)

- Introduction to the school's mission, vision, and values.
- Overview of the district's policies and procedures.
- Tour of the school facilities and introduction to key staff members.
- Introduction to the school's technology systems and resources.

2. Professional Development

- Training on the curriculum and instructional strategies.
- Workshops on classroom management and student engagement.
- Introduction to the Multi-Tiered System of Supports (MTSS) framework. (Panorama Software)
- Training on assessment and data-driven instruction.
- Workshops on cultural competence and diversity, equity, and inclusion.

3. Support Systems

- Assignment of a mentor for one-on-one guidance.
- Regular check-ins with administration for feedback and support.
- Access to a new teacher support group.
- Information on employee assistance programs and wellness resources.
- Coaching and mentoring through Boys' Latin Feedback structure (Bullseye Software)

4. Community and Culture

- Opportunities for new staff to participate in school events and activities.
- Training on building positive relationships with students, families, and colleagues.

Meeting Frequency

- Orientation Sessions: Daily sessions during the first week of employment.
- Professional Development Workshops: Monthly workshops throughout the first year.
- Mentor Meetings: Bi-weekly one-on-one meetings with assigned mentors.
- Check-Ins with Administration: Quarterly meetings with school administration.
- New Teacher Support Group Meetings: Monthly meetings for peer support and collaboration.

Delivery Format

- In-Person Sessions: Orientation, school tours, and some professional development workshops will be conducted in person to facilitate direct interaction and hands-on learning.
- Virtual Sessions: Some training sessions, workshops, and support group meetings will be held virtually to provide flexibility and accessibility.

- Blended Learning: A combination of in-person and virtual sessions will be used for ongoing professional development and mentor meetings to accommodate different learning styles and schedules.
- Online Resources: Access to an online portal with resources, recorded sessions, and discussion forums for continuous learning and support. (Schoology PD Page)

Meeting Schedule:

All staff will participate in professional development. Boys' Latin was designated Mondays from 2pm to 4pm as professional development time for teachers. The activities are outlined below:

August 2024

August 12th-23rd:

- Comprehensive Orientation Sessions (Central)+ CAT Office Hours
 - Introduction to the school's mission, vision, and values.
 - Overview of the district's policies and procedures.
 - Tour of the school facilities and introduction to key staff members.
 - Introduction to the school's technology systems and resources.
 - Classroom management basics

September 2024

- September 2: Labor Day (No Meeting)
- September 9: Grade Teams 6, 8, 9, and 11 Meeting ; Department Meetings
- September 16: Department Meetings; Grade Teams 7, 10, and 12 Meeting
- September 23: Introduction to Coaching at Boys' Latin (Central) - All Staff + CAT Office Hours
- September 30: PD at School Leader's Discretion (school-based) - All Staff + New Staff Check-in w/ Admin

October 2024:

- October 7: Central PD
- October 14: Indigenous People's Day (No Meeting)
- October 21: PD at School Leader's Discretion (school-based) - All Staff + Returning Check-in w/ Admin
- October 28: Grade Teams 6, 8, 9, and 11 Meeting ; Department Meetings

November 2024:

- November 4: Department Meetings; Grade Teams 7, 10, and 12 Meeting
- November 11: No School, Veterans Day Observance (No Meeting)
- November 18: Preparing to Proctor State Tests, SATs, and MAP (Central) + CAT Office Hours
- November 25: Grade Teams 6, 8, 9, and 11 Meeting, Department Meetings

December 2024:

- December 2: State Testing (All Staff) + Winter Keystone Test Logistics (High School Only) Central
- December 9: Grade Teams 6, 8, 9, and 11 Meeting; Grade Teams 7, 10, and 12 Meeting
- December 16: At School Leader's Discretion
- December 23: Winter Break (No Meeting)
- December 30: Winter Break (No Meeting)

January 2025:

- January 6: Sprinting to the finish line PD: Closing our year strong! (Central)
 - MTSS Check-in
 - Mentor and mentee mid-year check-in (residents, corp members, apprentices)
 - Understanding our academic programs: Middle college, Dual Enrollment, etc.
 - Spring Evaluations
 - Coaching Update: Where are we and where are we going?
 - Preparing for Spring Testing
 - Grade Team meetings

- Department Meetings

- January 13: At School Leader's Discretion
- January 20: Martin Luther King Jr. Day (No Meeting)
- January 27: At School Leader's Discretion

February 2025:

- February 3: MTSS check-point (From grade teams to child study) (Central)
- February 10: Grade Teams 6, 8, 9, and 11 Meeting
- February 17: Presidents' Day (No Meeting)
- February 24: Grade Teams 7, 10, and 12 Meeting

March 2025:

- March 3: Central Team Flex PD Day Central)
- March 10: Department Meeting
- March 17: Grade Teams 6, 8, 9, and 11 Meeting
- March 24: Grade Teams 7, 10, and 12 Meeting
- March 31: EID (No Meeting)

April 2025:

- April 7: PSSA Logistics (MS staff only) (Central)
- April 14: Spring Break (No Meeting)
- April 21: Department Meeting
- April 28: At School Leader's Discretion + New Staff Check-in w/Admin

May 2025:

- May 5: Spring Keystone Logistics (HS staff only) (Central)
- May 12: At School Leader's Discretion
- May 19: At School Leader's Discretion
- May 26: Memorial Day (No Meeting)

June 2025:

- June 2: State of BL Report: Academic program review, Compliance, fiscal and closing CEO address

Topics for year 2 - SY 2025-2026 (dates TBD):

- Serving Black boys (Culturally relevant pedagogy)
- Our community, Philadelphia (Culturally relevant pedagogy)
- Incorporating dialogue in the classroom (student engagement)
- MTSS pitfalls of year one implementation (school improvement)
- Extended family network, connecting with parents (Culturally relevant pedagogy)
- State Testing training
- Advancing your category (evaluation and professional development)
- Using student data in the classroom (Data-driven instruction)
- Serving diverse learners (student engagement)