

**West Chester Area SD**

Induction Plan (Chapter 49) | 2025 - 2028

## Profile

<b>LEA Type</b>		AUN
West Chester Area School District		124 159 002
<b>Address 1</b>		
782 Springdale Dr		
<b>Address 2</b>		
<b>City</b>	<b>State</b>	<b>Zip Code</b>
Exton	Pennsylvania	19341-2850
<b>Chief School Administrator</b>		
Dr Kalia Reynolds		
<b>Chief School Administrator Email</b>		
kreynolds@wcasd.net		
<b>Educator Induction Plan Coordinator Name</b>		
Stephen L Brown		
<b>Educator Induction Plan Coordinator Name Email</b>		
sbrown@wcasd.net		
<b>Educator Induction Plan Coordinator Phone Number</b>		<b>Extension</b>
4842661005		

## Steering Committee

### 1 Steering Committee

Name	Title	Committee Role	Chosen/Appointed By
Stephen Brown	Director of Teaching Learning and Equity	Administrator	Administration Personnel
Melissa Kleinman	Director of Pupil Services	Administrator	Administration Personnel
Ian Kerr	Supervisor	Administrator	Administration Personnel
Deb Whitmire	Supervisor	Administrator	Administration Personnel
Kara Bailey	Supervisor	Administrator	Administration Personnel
Dina Dormer	Supervisor	Administrator	Administration Personnel
Kate Coulter	Administrator	Administrator	Administration Personnel
Michelle Curray Cramer	Teacher	Teacher	Administration Personnel
Amy Chessock	Teacher	Teacher	Administration Personnel
Scott deLone	Teacher	Teacher	Administration Personnel

## Educator Induction Plan

Will all first-year teachers (including teachers in prekindergarten programs, when offered), long-term substitutes who are hired for a position for 45 days or more and educational specialists be identified and provided a 2-year induction experience beginning in the 2024-25 SY? (22 Pa Code, 49.16 )	Yes
Is the induction plan prepared by teacher or educational specialist representatives, or both, chosen by teachers and educational specialists and administrative representatives chosen by the administrative personnel of the school entity? (22 Pa Code, 49.16 )	Yes
Has the plan been made available for public inspection and comment for a minimum of 28 days prior to approval of the plan by the school entity's governing board and submission of the plan to the Department? (22 Pa Code, 49.16 )	Yes
Does the induction plan reflect a mentor relationship between the first-year teacher, long-term substitute or educational specialist, teacher educator and the induction team for the duration of the induction program? (22 Pa Code, 49.16 )	Yes
Does the induction plan include training on the teacher observation and evaluation model inclusive of the consistent use of quality teacher-specific data and building-level data within student performance measures? (24 P.S. § 11-1138.8 (c)(3) and 22 Pa Code, 49.16 )	Yes
Does the induction plan:	Yes
a. Assess the needs of inductees?	Yes
b. Describe how the program will be structured?	Yes
c. Describe what content will be included, along with the delivery format and timeframe?	Yes
d. Include a two-year induction program effective the 2024-2025 school year?	Yes
Does your LEA provide Induction programming for any Pennsylvania Pre-K Counts programs?	No
List the Pre-K Counts Program and address	

## Mentors

Pool of possible mentors is comprised of teachers with outstanding work performance.	Yes
Potential mentors have similar certifications and teaching assignments.	Yes
Potential mentors must model continuous learning and reflection.	Yes
Potential mentors must have knowledge of LEA policies, procedures, and resources.	Yes
Potential mentors must have demonstrated ability to work effectively with students and other adults.	Yes
Potential mentors must be willing to accept additional responsibility.	Yes
Mentors must complete mentor training or have previous related experience (e.g., purpose of induction program and role of mentor, communication and listening skills, coaching, and conferencing skills, problem-solving skills and knowledge of adult learning and development).	Yes
Mentors and inductees must have compatible schedules so that they can meet regularly.	Yes
Other, please specify below	No
<b>Other</b>	

### **Please explain the LEA's process for ensuring their mentors have the above selected characteristics.**

The LEA recruits mentors based on the following criteria: mentors should have similar certification and assignment as the new teacher, demonstrate outstanding work performance, and complete specific training. It's also beneficial to choose mentors with three or more years of effective teaching experience, expertise in teaching standards and assessment, and the respect of their peers, alongside a commitment to professional development. Personal qualities such as being reflective, open to feedback, positive, resourceful, and possessing good communication skills are crucial. The selection process should be formal and transparent, with clearly defined roles and responsibilities, and input gathered from various stakeholders. Compatible schedules and mentors from the same school can further enhance the mentoring experience. Ultimately, by focusing on these characteristics and processes, school districts in Pennsylvania can create mentoring programs that effectively support new teachers and improve their success in the classroom.

## Needs Assessment

Observations of inductee instructional practice by a coach or mentor to identify needs.	Yes
Multiple observations of inductee instructional practice by building supervisor to identify needs.	Yes
Regular scheduled meetings with mentors or coaches to reflect upon instructional practice to identify needs.	Yes
Standardized student assessment data	Yes
Classroom assessment data (Formative Summative)	Yes
Inductee survey (local, intermediate units and national level)	Yes
Review of inductee lesson plans	Yes
Review of written reports summarizing instructional activity	Yes
Submission of Inductee Portfolio	Yes
Knowledge of successful research-based instructional models	Yes
Information collected from previous induction programs (e.g., program evaluations and second-year teacher interviews).	Yes
Other, please specify below	No
<b>Other</b>	

**Based on the tools and methods selected above, describe the LEA's Induction program, including the following details:**

- **Program Structure**
- **Content Included**
- **Meeting Frequency**
- **Delivery Format**

[https://docs.google.com/document/d/1mIW9C6HKrL5ER3BGFPxk7gUR7Y\\_\\_7SztSDIUxte6RVw/edit?usp=sharing](https://docs.google.com/document/d/1mIW9C6HKrL5ER3BGFPxk7gUR7Y__7SztSDIUxte6RVw/edit?usp=sharing) WCASD's Points of Pride 5 What is the WCASD Induction Program? 6 The Induction Program Overview 7 Induction Program Timeline: Year 1 8 Induction Program Timeline: Year 2 8 Detailed Agenda: August Induction Week Agenda (Year 1 Inductees) 9 Monday, August 12, 2024 at Pierce MS 9 Tuesday, August 13, 2024 at Pierce MS 9 Wednesday, August 14, 2024 - Report to your Home Building 11 Thursday, August 15, 2024 - WCAEA Day at Peirce Middle School 11 Induction Schoology Course 12 Induction Checklist 12 Year 1 - Induction Program After School Meetings 13 Year 2 - Induction Program After School Meetings 15 WCASD Directory of Schools 16 WCASD School Board Members 17 WCASD Superintendent's Cabinet 18 WCASD Points of Contact: General Employment Needs 19

School District (WCASD) team! We congratulate you on reaching this milestone in your professional career. We are excited to welcome you to a community of learners and leaders; we take great pride in our collaborative and creative approach to professional growth. Your presence acknowledges that you are exceptional! We believe in you and trust that you will positively impact the lives of our students and those around you each and every day. We are guided by our District's mission - "To educate and inspire our students to achieve their personal best." The District priorities are reflected in our New Teacher Induction Program. We are focused on student engagement and are committed to the following theory of action: If the district shares a clear vision of the skills, knowledge, and attributes essential for student success in the future and utilizes a data-informed system of incremental, evidence based strategy implementation and our schools foster engaging, responsive learning environments and offer multiple opportunities through expanded access for all students to demonstrate mastery of essential competencies then, our students will feel empowered and responsible for their growth as learners, achieve mastery of the skills they need to reach their personal best, and be well-rounded individuals capable of thriving in a rapidly changing world. In addition to learning about the curriculum and resources, you will also have the opportunity to make connections with members of your induction cohort, mentors, and administrators. We are all here to support one another as you begin your career in the District. The WCASD champions equitable and inclusive practices that foster a strong sense of belonging for all of our students. In this same way, we value the experiences and perspectives of all our teachers. With you as a part of our team, we know that we're one step closer to realizing our mission and accomplishing our goals. On behalf of the West Chester Area School Board and the entire West Chester Area School District team, we celebrate you and are glad that you are here. Sincerely, Kalia Reynolds, Ed.D. Deputy Superintendent / Chief Academic Officer

WCASD's Points of Pride The WCASD has a lot to be proud of! Check out the activity highlights, accomplishments, and historical facts. The West Chester Area School District (WCASD) was officially formed on July 1, 1966, and educates over 12,000 students in 17 school buildings. In addition to transporting its own students, the WCASD transports 4,000 non-public students each day. The WCASD encompasses 75 square miles in Chester County and a portion of Delaware County, covering seven townships and the Borough of West Chester. More than 1,400 people are employed by the WCASD, serving in roles that include teachers, aides, support staff, custodial workers, and administrative staff. Approximately 93.8% of graduates go on to college, community college, and vocational programs, with another 2% choosing to serve our country in the military. Juniors and seniors can enroll in college-level courses while earning high school advanced placement elective credit and college credit concurrently via a unique collaboration with West Chester University. A Career Exploration Program provides students with the opportunity to explore future career choices by taking a career education course and/or participating in an internship, externship, community service, or job shadowing experience. Technology resources, including iPads, whiteboards, and laptops, are available in schools across the District. There are more than 900 wireless access points available throughout the 17 schools and in the Spellman Administration Building. The West Chester Area Education Foundation, established in 2010, has provided more than \$292,600 in mini-grants that fund unique and impactful real-world programs, projects, experiences, and activities for students. The arts are alive in the WCASD! All

elementary, 6th, and 7th grade students take an art class, and that 1367 8th grade students and 671 high school students choose to take an art elective class. 1670 elementary students, 711 middle school students, and 460 high school students choose to play an instrument. 620 elementary students, 1108 middle school students, and 345 high school students choose to join chorus. What is the WCASD Induction Program? We welcome you to the West Chester Area School District as a valuable member of our exceptional faculty. As one of our professional employees, we will afford you ample opportunities to become acclimated to the district, your school, and your professional responsibilities. Engage in these experiences to enhance your competencies as an educator; we are committed to supporting you on a consistent, ongoing basis. A requirement of the Pennsylvania Department of Education (PDE), induction is a two-year plan that provides on-going support to beginning educators. The teacher induction program is a structured program designed to support and guide new teachers during their initial years of employment. This two-year PDE requirement ensures that new teachers receive the necessary support and resources to have a successful start to their careers. The primary goal of the program is to offer support and promote a smooth transition for new teachers into their roles. This includes providing an overview of professional practice within the context of the Frameworks for Observation & Practice. The program also aims to equip new teachers with essential information about the school, district, and students, enabling them to fulfill their duties effectively. The success of our WCASD Induction Program lies in its people. Each Inductee will be partnered with a mentor, an experienced WCASD professional who will help you navigate the District and ensure that you are adhering to the Pennsylvania's Code of Professional Practice and Conduct for Educators. Assistance is one person away; seek out others both for assistance and to offer your own insights. We wish you an outstanding first year in the West Chester Area School District! Sincerely, Dr. Stephen Brown Director of Teaching, Learning, and Equity

**The Induction Program Overview** Year One of the WCASD Induction Program consists of the following components: Four days in August that address a wide range of topics designed to equip you with information, from a management perspective and a teaching and learning perspective, that you will need to successfully begin the school year. An experienced mentor teacher who has been purposely selected as someone who is well-equipped to address a wide range of your learning needs. Over the course of your induction program, you will work closely with your mentor to complete checklists to ensure that you are well prepared to meet all of your professional responsibilities. An Induction Schoology Course (Access Code: 8QRW-K592-K6BN4) is provided to house all the needed materials for you to successfully complete your induction program. In the course you will be able to submit the checklists you will complete with your mentor as well as some asynchronous modules. After school meetings will be held that will afford you opportunities to further your professional learning and allow you to engage in collegial discourse with colleagues. Year Two of the WCASD Induction Program consists of the following components: **Mentorship:** Whenever possible, you will be assigned the same mentor as you worked with in Year 1. Changes to teaching assignments and other factors may impact this decision. After school meetings will be held that will afford you opportunities to further your professional learning and allow you to engage in collegial discourse with colleagues. **Schoology:** You will continue some coursework in Schoology. **Induction Program Timeline: Year 1** When Activity August 12 - 15 August Week: Year One Inductees at Peirce

Middle School 1314 Burke Rd, West Chester, PA 19380 Complete Building Orientation Checklist September - June 1:1 Meetings with your mentors September After School Meeting: Setting Up your Learning Management System (ITCs) With your Mentor: Checklist #1 - Due September 27, 2024 November After School Meeting: Introduction to Literacy Strategies in the WCASD (ELA Supervisors) November - January Peer Observations with your Mentor February After School Meeting: Research-Based Literacy Interventions (ELA Supervisors) With your Mentor: Checklist #2 - Due February 28, 2025 March - May Peer Observations with your Mentor May 8 After School Meeting: End of Year Reflection & Celebration Induction Program Timeline: Year 2 When Activity September - June 1:1 Meetings with your mentor September No Meeting October -May ALL Elementary Staff - After School Meeting: Culturally Relevant Teaching (Director of TLE), See dates, times, and locations below on page 15. October -May ALL Secondary Staff - After School Meeting: Culturally Relevant Teaching (Director of TLE), See dates, times, and locations below on page 15 Detailed Agenda: August Induction Week Agenda (Year 1 Inductees) Monday, August 12, 2024 at Pierce MS New Teachers - Please register on My Learning Plan to receive Act 48 credit/hours: Induction Week Time Activity 8:00 - 8:45 Registration and Welcome (Pierce MS Cafeteria) Light breakfast will be provided (Coffee, water, muffins, pastries, fruit) Dr. Ulmer, School Board President: Mrs. Karen Fleming, Dr. Christopher, Mrs. Curay-Cramer - Welcome Director of TLE; Dr. Stephen Brown- Schedule Review 8:45 - 9:00 First Class Picture 9:00 - 11:00 Introduction to Instructional Technology (Devices, Platforms & Resources) All Secondary ROOM A113 (will use rooms but won't be on schedule) All Elementary ROOM B113 Instructional Technology Coordinators (ITCs) 11:00 - 12:30 Lunch on your own 12:30 - 1:15 Communication is the key to success! (PMS Auditorium) Molly Schwemler, Manager of District Communications 1:15 - 2:00 Welcome to West Chester (PMS Auditorium) A panel of recent WCASD Inductees 2:00 - 3:30 Safety Training (PMS Auditorium) Mr. Rik Thornton Tuesday, August 13, 2024 at Pierce MS Elementary Staff (Unified Arts:Art, ELD, Music, Library, HPE, Design Lab - Follow Secondary Schedule) Time Activity 7:30-8:00 Tech Support Drop-In Instructional Tech Coordinators 8:00 - 11:00 Our WCASD Curriculum Assistant Directors, Curriculum and Special Education Supervisors, & District Department Leaders Elementary Classroom & Learning Support Teachers 8-8:30 K-5 PMS Cafeteria 8:30-9:45 K-2 - Math (ROOM C102), 3-5 ELA (ROOM C103) 9:45 - 11:00 K-2 ELA (ROOM C103), 3-5 Math (ROOM C102) 11:00 - 12:30 Lunch Provided at PMS Cafeteria (Assorted Sandwiches, Wraps, Salad, soda, lemonade, water, cookies). Tech Support Available During This Time 12:30 - 1:30 Pupil Services Overview (PMS Auditorium) Mrs. Melissa Kleiman & Mrs. Kate Coulter 1:30 - 3:30 QPR Training Rooms: C106, C107, C108 Secondary Staff Time Activity 7:30-8:00 Tech Support Drop-In Instructional Tech Coordinators 8:00 - 9:00 Pupil Services Overview (PMS Auditorium) Mrs. Melissa Kleiman & Mrs. Kate Coulter 9:00 - 11:00 QPR Training Rooms: C106, C107, C108 11:00 - 12:30 Lunch is Provided at PMS Cafeteria Tech Support Available During This Time 12:30 - 3:30 Curriculum Session Art, Music, Soc St, WL ROOM C101 ELA & Reading ROOM C103 Math, Science, Tech Ed, FCS ROOM C102 EL, HPE, Library ROOM C104 Design Lab ROOM C105

Wednesday, August 14, 2024 - Report to your Home Building Time Activity 8:00 - 11:00 Building Orientation- Report to your Home Building (Mentors Invited this day) Building Orientation Checklist - Print to complete. After completion, send it to Mrs. Denise Clark at SEC. 11:00 - 12:30 Lunch on your own 12:30 - 3:30 Prep for the first days Please use this time to review curricular materials and get your learning

environment ready for your students. Thursday, August 15, 2024 - WCAEA Day at Peirce Middle School Time Activity 8:00 - 3:30 West Chester Area Education Association (WCAEA) Day Peirce Middle School, 1314 Burke Road [Click to view the Agenda](#) Lunch will be provided

Induction Schoology Course The New Teacher Induction Course will be completed on the Schoology platform. This is an opportunity to become familiar with Schoology as a member of the WCASD Professional Learning Community. Induction 2024-25 Course Access Code: Induction Schoology Course (Access Code: 8QRW-K592-K6BN4) The New Teacher Induction Schoology Course will include the following: Checklists of activities and mentor discussion topics; Calendar of Induction After School Meetings and Assignment Due Dates; Frequently Asked Questions The intent of the this course is two-fold: To provide new teachers with professional learning experiences designed to enhance their ability to execute their core job responsibilities; To provide an ongoing virtual learning community that connects inductees with each other and with various district leaders. Induction Checklist While much of your time together will be spent on topics initiated by your mentor or by you asking questions whose answers will help guide your work, the district has prepared a list of topics that you and your mentor will definitely want to discuss. Building Orientation Checklist (To be completed on 8/14 at your home building, print, and send to Mrs. Denise Clark (dclark1@wcasd.net) at SEC). With Your mentor: Checklist #1 - Due September 27, 2024 Checklist #2 - Due February 28, 2025 Year 1 - Induction Program After School Meetings All professional educators new to WCASD are required to attend the after-school meetings as part of the Teacher Induction Program. The intent of the after school meetings is both to provide new teachers with deeper knowledge bases and skill sets and to allow new teachers to develop a sense of personal community with one another and with district leaders who will facilitate the meetings. Setting up your Learning Management System (LMS) Facilitators: Instructional Technology Coordinators Who: K-2 Teachers 3-5 Teachers K-5 UA Teachers 6-12 Teachers NTPE Date: Wednesday, September 18 Wednesday, September 18 Tuesday, September 17 Tuesday, September 17 Time: 3:30 - 4:30 pm 3:30 - 4:30 pm 3:30 - 4:30 pm 3:00 - 4:00 pm 3:00 - 4:00 pm Location: Spellman, Board A Spellman, Board B Spellman, Board C Spellman, Board C Spellman, Board B Introduction to Literacy Strategies in the WCASD Facilitators: Deb Whitmire (K-5) & Kara Bailey (6-12) Who: K-5 Teachers 6-12 Teachers NTPE Date: November 13 November 12 November 12 Time: 3:30 - 4:30 pm 3:00 - 4:00 pm 3:00 - 4:00 Location: Spellman, Board C Spellman, Board C Spellman, Board B Research-Based Literacy Interventions Facilitators: Deb Whitmire (K-5) & Kara Bailey (6-12) Who: K-5 Teachers 6-12 Teachers NTPE Date: February 26 February 20 February 20 Time: 3:30 - 4:30 pm 3:00 - 4:00 pm 3:00 - 4:00 pm Location: Spellman, Board C Spellman, Board C Spellman, Board B End of the Year Celebration - May 7, 2025 The End of Year Celebration will be held on May 7, 2025 at the Spellman Education Center from 4:00 - 5:00. Year 2 - Induction Program After School Meetings All new professional WCASD are required to attend the below after school meetings as part of the Teacher Induction Program during the second year. Equity in the WCASD Facilitator: Director of Teaching, Learning, and Equity Who: K-5 Staff 6-12 Staff Date: Oct 8 Oct 10 Time: 4:00 - 5:00 pm 3:00 - 4:00 pm Location: Fern Hill Henderson Culturally Relevant Teaching Facilitator: Director of Teaching, Learning, and Equity Who: K-5 Staff 6-12 Staff Date: November 6 November 7 Time: 4:00 - 5:00 pm 3:00 - 4:00 pm Location: Exton Fugett Supporting Multilingual Learners Facilitator: English Language Supervisor Who: K-5 Staff 6-12 Staff Date: Wednesday, February 5 Tuesday, February 4 Time: 4:00 - 5:00 pm 3:00 - 4:00

pm Location: Spellman, Boardroom B & C Spellman, Boardroom B & C End of the Year Celebration - May 7, 2025 The End of Year Celebration will be held on May 7, 2025 at the Spellman Education Center from 4:00 - 5:00. WCASD Directory of Schools EHS Feeder HHS Feeder RHS Feeder W.C. East High School Principal: Dr. Sarah Graham 450 Ellis Lane West Chester, PA 19380 Phone: 484-266-3800 B. Reed Henderson Principal: Dr. Jason P. Sherlock 400 Montgomery Avenue West Chester, PA 19380 Phone: 484-266-3300 Bayard Rustin Principal: Dr. Michael Marano 1100 Shiloh Road West Chester, PA 19382 Phone: 484-266-4300 Middle Schools J.R. Fugett Principal: Mr. Steve Werner 500 Ellis Lane West Chester, PA 19380 Phone: 484-266-2900 E.N. Peirce Principal: Dr. Joseph DiAntonio 1314 Burke Road West Chester, PA 19380 Phone: 484-266-2500 G.A. Stetson Principal: Mrs. Mary Kay Puchalla 1060 Wilmington Pike West Chester, PA 19382 Phone: 484-266-2700 Elementary Schools East Goshen Principal: Mr. TJ Seidenberger 800 North Chester Road West Chester, PA 19380 Phone: 484-266-1500 East Bradford Principal: Dr. Christopher Alston 820 Frank Road West Chester, PA 19380 Phone: 484-266-2100 Sarah Starkweather Principal: Mr. John Meanix 1050 Wilmington Pike West Chester, PA 19382 Phone: 484-266-2200 Exton Principal: Dr. Kristin Bulgarelli 301 Hendricks Avenue Exton, PA 19341 Phone: 484-266-1400 Greystone\*\* Principal: TBD 1195 Aram Avenue West Chester, PA 19380 Phone: 484-266-2300 \*\*Split between PMS & FMS Penn Wood Principal: Dr. Michael Garvin 1470 Johnny's Way West Chester, PA 19382 Phone: 484-266-1900 Fern Hill Principal: Dr. Jennifer Southmayd 915 Lincoln Avenue West Chester, PA 19380 Phone: 484-266-1600 Hillsdale Principal: Ms. Paige Merten 725 West Market Street West Chester, PA 19382 Phone: 484-266-2000 Westtown-Thornbury Principal: Dr. Shawn Cruice 750 Westbourne Road West Chester, PA 19382 Phone: 484-266-1800 Glen Acres Principal: Ms. Donna Ryan 1150 Delancey Place West Chester, PA 19380 Phone: 484-266-1700 Mary C. Howse Principal: Ms. Jackie Pavlo 641 West Boot Road West Chester, PA 19380 Phone: 484-266-1300 WCASD School Board Members Ms. Karen Fleming, President Mr. Gary Bevilacqua, Vice President Ms. Jewell Parkinson Mr. Alex Christy Dr. Laura Detre Mr. Daryl Durnell Ms. Katy Frey Dr. Karen Herrmann Ms. Stacey Whomsley WCASD Superintendent's Cabinet Dr. David Christopher Superintendent Dr. Kalia Reynolds Deputy Superintendent & Chief Academic Officer Mr. Wayne Birster Director of Facilities & Operations Ms. Melissa Kleiman Director of Pupil Services Dr. Stephen Brown Director of Teaching, Learning, & Equity Dr. Sara Missett Director of Elementary Education Mr. John Scully Director of Business Affairs Dr. Jeffrey Ulmer Director of Human Resources Mr. John McGowan, IV Director of Information Technology WCASD Points of Contact: General Employment Needs Most of your questions are best answered by your building principal. In addition, the following personnel can answer your questions: Topic Contact Ext. Act 48 Amelia Pumala 1012 Board Meetings Linda Cherashore 1018 Certification Phil Matilla 1049 Communications Department - Invite for photos and share all the wonderful happenings in the classroom! Mary Schwemler Beth Hayes 1170 1171 Employee Assistance Program Jeff Ulmer 1006 Employment Amelia Pumala 1012 Facilities & Operations Wayne Birster 1265 Benefits (Health/ Life Insurance, COBRA, Name / Address Change) Deb Baker 1011 ID Badges Karen Zaleta 1007 Payroll Susan Comey 1028 Personnel File Karen Zaleta 1007 Transportation Michele Porco 1045 Tuition Reimbursement Amelia Pumala 1012 Workers' Compensation Deb Baker 1011 Technology Help Desk Sue Concannon Jamie Edmunds 1052 1051 WCASD Points of Contact: Teaching & Learning Department Dr. Rebecca Eberly, Assistant to the Director of Elementary Education (K-5 Social Studies, K-12 ELD, K-12 HPE, K-12 Library, & Title III) Mr. Ian Kerr, Supervisor of Elementary

STEM & Business Education, K-12 Gifted, AP Capstone Dr. Deb Whitmire, Supervisor of Elementary ELA & Reading and Title I Coordinator  
 Dr. Kristen Barnello, Assistant to the Director of Secondary Education (6-12 Social Studies, 7-12 World Language, K-12 Art, K-12 Music) Ms.  
 Kara Bailey, Supervisor of Secondary ELA & Reading, Cyber Principal Dr. Dina Dormer, Supervisor of Secondary STEM, Computer Science,  
 FCS, & Tech Ed Ms. Lynn Smith Administrative Assistant to Drs. Eberly & Barnello Ms. Susan Parke Administrative Assistant to Mr. Kerr & Dr.  
 Whitmire Ms. Anne Collins, Administrative Assistant to Ms. Bailey & Dr. Dormer WCASD Points of Contact: Pupil Services Department Dr.  
 Phillip (PJ) Dakes, Supervisor of Special Education - HHS Feeder Mr. Michael Fierras, Supervisor of Special Education - RHS Feeder Ms.  
 Jennifer Holstein Supervisor of Special Education - EHS Feeder Ms. Tricia Alston, Social Work Coordinator Ms. Kate Coulter, Assistant to  
 the Director of Pupil Services Ms. Marilee Giardiniere, Nurse Coordinator Ms. Bridget Ritter Supervisor of Pupil Services 6-12 Ms.  
 Nicole Verbos, Behavior Specialist Coordinator Ms. Dalci Stanton Supervisor of Pupil Services K-5 Ms. Melissa Washington  
 Supervisor of Special Education- Outplacements and Transitions WCASD Points of Contact: Instructional  
 Technology Coordinators and Assessment Supervisor Dr. Mary Beth Clifton, Instructional Technology Coordinator Mr. Chris Cromwell,  
 Instructional Technology Coordinator Mrs. Annie Korb, Instructional Technology Coordinator Mrs. Ashley Melanson, Instructional  
 Technology Coordinator Mr. Jim Ronayne, Supervisor of Assessment Ms. Sam Zang, Instructional Technology Coordinator

## **Educator Induction Plan Topic Areas**

**Upload the LEA's 2-year Educator Induction Plan, which needs to begin in the 2024-2025 SY.**

Induction Document.docx

## **Instructional Practices**

### **Selected Observation and Practice Framework(s):**

- 1b: Demonstrating Knowledge of Students
- 2b: Establishing a Culture for Learning
- 3c: Engaging Students in Learning
- 1f: Designing Student Assessments

### **Timeline**

- Year 1 Fall
- Year 1 Winter
- Year 1 Spring
- Year 1 Summer
- Year 2 Fall
- Year 2 Winter
- Year 2 Spring
- Year 2 Summer
- Year 3 Fall
- Year 3 Winter
- Year 3 Spring

Year 3 Summer

### **Safe and Supportive Schools**

#### **Selected Observation and Practice Framework(s):**

1b: Demonstrating Knowledge of Students

2a: Creating an Environment of Respect and Rapport

#### **Timeline**

Year 1 Fall

Year 1 Winter

Year 1 Spring

Year 1 Summer

Year 2 Fall

Year 2 Winter

Year 2 Spring

Year 2 Summer

Year 3 Fall

Year 3 Winter

Year 3 Spring

Year 3 Summer

## Data informed decision making

### Selected Observation and Practice Framework(s):

#### Timeline

Year 1 Fall

Year 1 Winter

Year 1 Spring

Year 1 Summer

Year 2 Fall

Year 2 Winter

Year 2 Spring

Year 2 Summer

Year 3 Fall

Year 3 Winter

Year 3 Spring

Year 3 Summer

## Educator Effectiveness

### Selected Observation and Practice Framework(s):

3c: Engaging Students in Learning

3d: Using Assessment in Instruction

#### Timeline

Year 1 Fall

Year 1 Winter

Year 1 Spring

Year 1 Summer

Year 2 Fall

Year 2 Winter

Year 2 Spring

Year 2 Summer

Year 3 Fall

Year 3 Winter

Year 3 Spring

Year 3 Summer

## **Evaluation and Monitoring**

### **Evaluation and Monitoring**

Conduct surveys with new teachers, mentors, principals, and other stakeholders to gauge satisfaction. Identify program strengths and areas for improvement. Review the effectiveness of training sessions, mentorship activities, and instructional resources. Assess whether resources align with program objectives and teacher needs. Employ both quantitative and qualitative data collection tools, such as: Surveys and questionnaires Individual and group interviews Classroom observations Compile data findings into reports for program stakeholders. Use insights to refine program components and enhance support for new educators.

### Documentation of Participation and Completion

Mentor documents his/her inductee's involvement in the program.	Yes
A designated administrator receives, evaluates, and archives all mentor records.	Yes
School/LEA maintains accurate records of program completion and provide a certificate or statement of completion to each inductee who has completed the program.	Yes
Completion is verified by the LEA Chief Administrator on the Application for Level 2 Certification.	Yes

Confirm that all first-year teachers are required to participate in the induction program.

Yes

**If “No” is selected, please explain what individuals were not included in the Induction Program and why.**

**Signatures and Quality Assurance**

We affirm that this Educator Induction Plan has been developed in accordance with the laws, regulations and guidelines for the development, implementation and evaluation of the Induction Plan as designated in Chapter 4 of the Pennsylvania Department of Education School Code.

We affirm that this Educator Induction Plan focuses on the learning needs of each professional staff member to ensure high quality instruction for all students.

<b>Educator Induction Plan Coordinator</b>	<b>Date</b>
Stephen Brown	2025-02-19

I affirm that this Induction Plan provides staff learning that improves the learning of all students as outlined in the [National Staff Development Council's Standards for Staff Learning](#).

<b>Chief School Administrator</b>	<b>Date</b>