

Strategic Plan | Specific Result Report

Goal 5 Action Plan Year 5 Priorities – 2021-2022

Call to Action:

Katy ISD learners, through active engagement, achieve individual success while making positive contributions in an ever-changing world.

Goal 5:

Katy ISD will attract and support high quality staff members to optimize their impact on student learning and create a culture of staff retention.

Specific Result:

5.4 Expand the teacher mentoring program to address the needs of all teachers – both experienced and inexperienced teachers.

Summary Report:

In response to Specific Result 5.4, a collaborative team was formed for the purpose of expanding the teacher mentoring program in Katy ISD. The collaborative team consisted of campus and district leaders, former rookie teachers of the year, and current mentors. The team met throughout fall and spring of the 2021 – 2022 school year for the purpose of redesigning the current Katy ISD Mentor Program. The team sought feedback from stakeholders on the current and proposed program changes. The feedback received assisted in the culmination of the newly expanded Katy ISD new teacher mentor program.

Specific changes to the current program include 1) expanding the program to include two years of support for new teachers, 2) reducing the ratio of mentor to new teacher(s) from 1:4 to 1:2 for junior high and elementary, and a reduction of 1:3 to 1:2 for high school, and 3) strengthening district support by providing trainings on a variety of topics throughout the year.

The Professional Development Department will continue to monitor and make adjustments as needed to support our new teachers in Katy ISD.