

CSI Induction Programs

School Leader Overview 2019-2020



Guiding Questions

- What is the **purpose** of Induction?
- What are the **key components** of CSI Induction Programs?
- What is the process to **register** and participate?

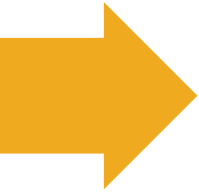


Excellent teaching and leadership is vital to every student's success, and educator development plays a key part in the retention and effectiveness of Colorado educators.



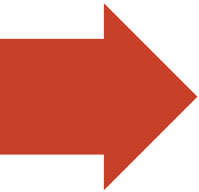
Induction Programs provide...

- Targeted training for the educator's stage of professional development
- Support of a mentor or coach
- Vehicle to convert a Colorado Initial License to a Professional License
- Strategy for educator retention



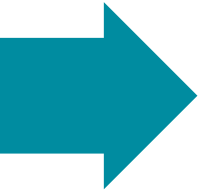
Principals/Administrators

Including Special Education Directors and Gifted Education Directors



Teachers

Including Special Education teachers



Specialized Service Providers (SSP)

Including School Counselors, School Nurses, School Psychologists, School Social Workers, etc.



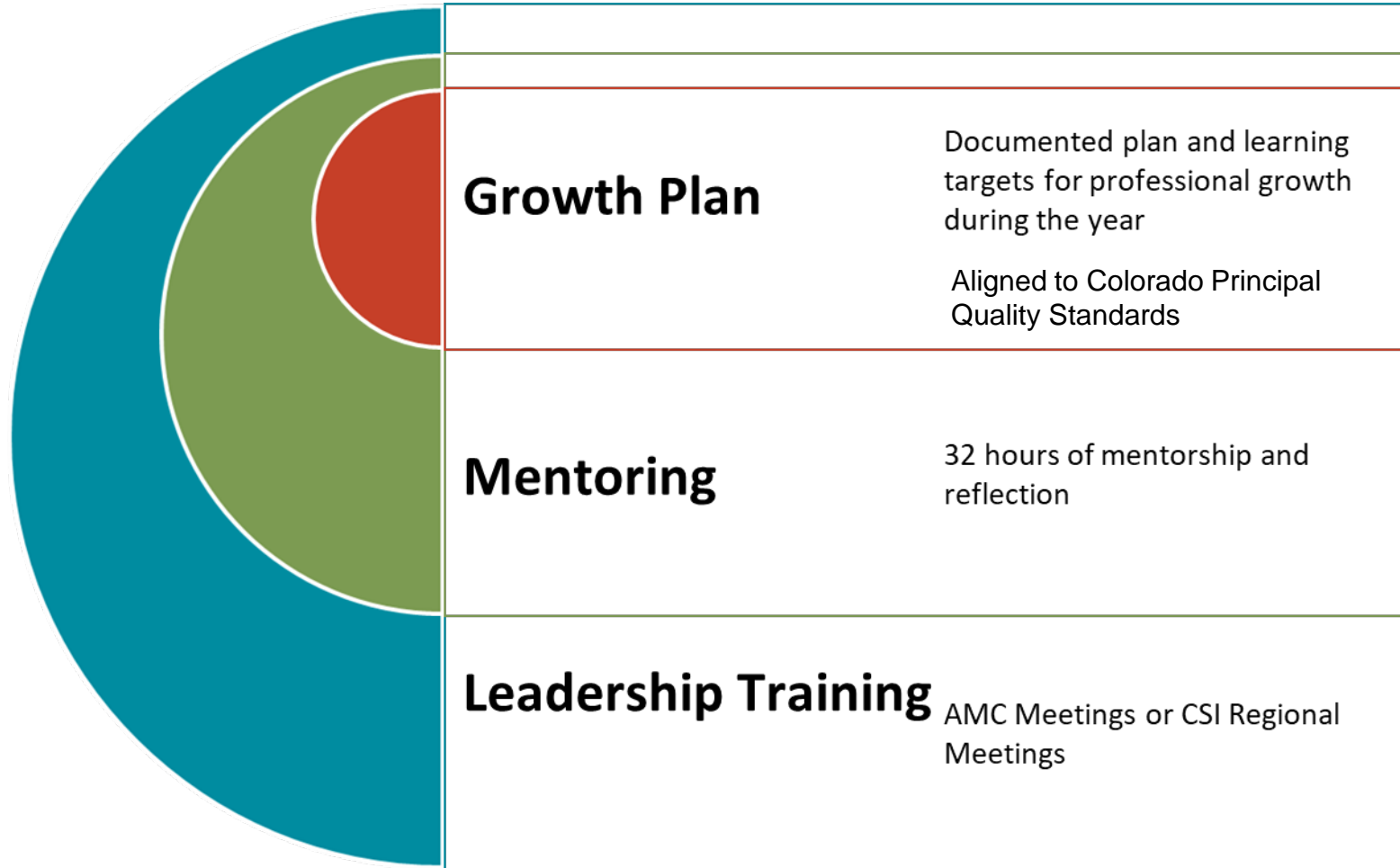


Principal Induction





Program Components





Mentor Criteria

- At least 3 years of leadership experience
- Understands Colorado charter school context and landscape
- Able to build professional relationships and to collaboratively establish goals and structures to promote progress
- Models high standards and ethics, integrity, and exemplifies strong moral character
- Demonstrates solid communication skills, strong critical and analytical thinking skills, and appreciation for diversity
- Committed to supporting other school leaders



Steps to Get Registered

1. Download the following forms from <https://resources.csi.state.co.us/teacher-qualifications-and-inductions-programs/>
2. Select a mentor who meets the program criteria.
3. Submit the Mentee Agreement, Growth Plan and a copy of the initial license to kimberlycaplan@csi.state.co.us
4. Have your mentor submit the Mentor Agreement and resume to kimberlycaplan@csi.state.co.us
5. Mentor resume is evaluated by CSI against mentor criteria.
6. Once approved, you will be emailed the Mentoring Log, Mentee and Mentor Reflection Forms.



Key Dates

Date	Event
September 4	First AMC Meeting opportunity
September 16, 20, 27	First CSI Regional Meeting opportunity
November 6	Last Day to register
January 10	1 st Semester Mentoring Log
June 15	2 nd Semester Mentoring Log & Candidate Evaluation
Ongoing	Submit Mentee & Mentor Reflection Form after each meeting



Teacher & SSP Induction





Program Components

One year program (September through April)

Content	Process
School Orientation	Orientation to workplace policy and practices
School PD	Plan for PD throughout the year, including any specialized training for new teachers
Mentorship	30 hours of mentorship 1 observation by mentor 1 model teacher observation
CSI Modules	Online Portfolio for inductees to provide evidence of understanding and implementing Educator Quality Standards (assignment due last day of each month)



Staffing

Induction Coordinator

- ▷ Plans and provides oversight
- ▷ Sets PD calendar
- ▷ Selects and assigns mentors

Principal, Assistant
Principal, Teacher Coach

Mentor

- ▷ Experienced (3+ years)
- ▷ Effective
- ▷ Knowledgeable in content area and/or school's instructional practices
- ▷ Competent interpersonal skills
- ▷ Willingness to serve as a mentor
- ▷ Commits to 30 contact hours with inductee



Professional Development Plan

- Staff Orientation dates and topics
- Professional Development dates and topics
- Other embedded PD opportunities (frequency)
- Supplemental PD targeted to inductees



Suggested Topics



School
Orientation

August

Teacher
Evaluation
Process

Teaming
Structures

Curriculum



Classroom
Routines

September – October

PBIS and School
Discipline

Parent
Communication



Diverse
Populations

November - December

Rtl Process

Instructional
Strategies



Suggested Topics



January - February

Assessment &
Use of Data

Curriculum

Instructional
Strategies



March - April

Leadership
Opportunities

Reflection

Self Evaluation

Goal setting for
next year



Registration & Key Dates

Date	Event
August 16	Intent to Participate Form
September 6	PD Plan and Inductee Roster
September 17	Mentor Training Webinar
September 30	First online assignment due for inductees
November 15	Last day to add participants
May 8	Certificate Verification Form

“Regardless the structures or model, effective, high-quality induction requires the active participation of the principal.”

Ellen Moir, *NTC Reflections*, “The Vital Roles of the Principal in Teacher Induction,” 2009

Considerations

- Who will be designated as Induction Coordinator?
- Who would be a good mentor?
- Who needs induction?
- What modes will we use to provide ongoing, embedded PD?
- What PD do inductees need beyond general staff meetings?
- How will we dedicate time for mentor/inductee collaboration?
- How will we provide coverage for the two required observations?



An induction process is the best way to send a message to your teachers that you value them and want them to succeed and stay.

Harry Wong & Annette L. Breaux (2009)



Questions



For questions, contact kimberlycaplan@csi.state.co.us or 303-866-6201