

CSI Induction Programs

School Leader Overview



Today's Topics

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



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



CSI Induction Programs

Teacher

Specialized
Service Provider

AMC Principal &
Administrator







Teacher & SSP Induction





Candidate Criteria

- Hold Colorado Initial License
 - Teacher (includes Special Education Teachers)
 - Specialized Service Provider (includes School Nurse, School Psychologist, OT, PT, etc.)
- Employed or contracted at a CSI charter school



Program Components



SCHOOL BASED
PROFESSIONAL
DEVELOPMENT



MENTOR SUPPORT



ONLINE PORTFOLIO
AND REFLECTION





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

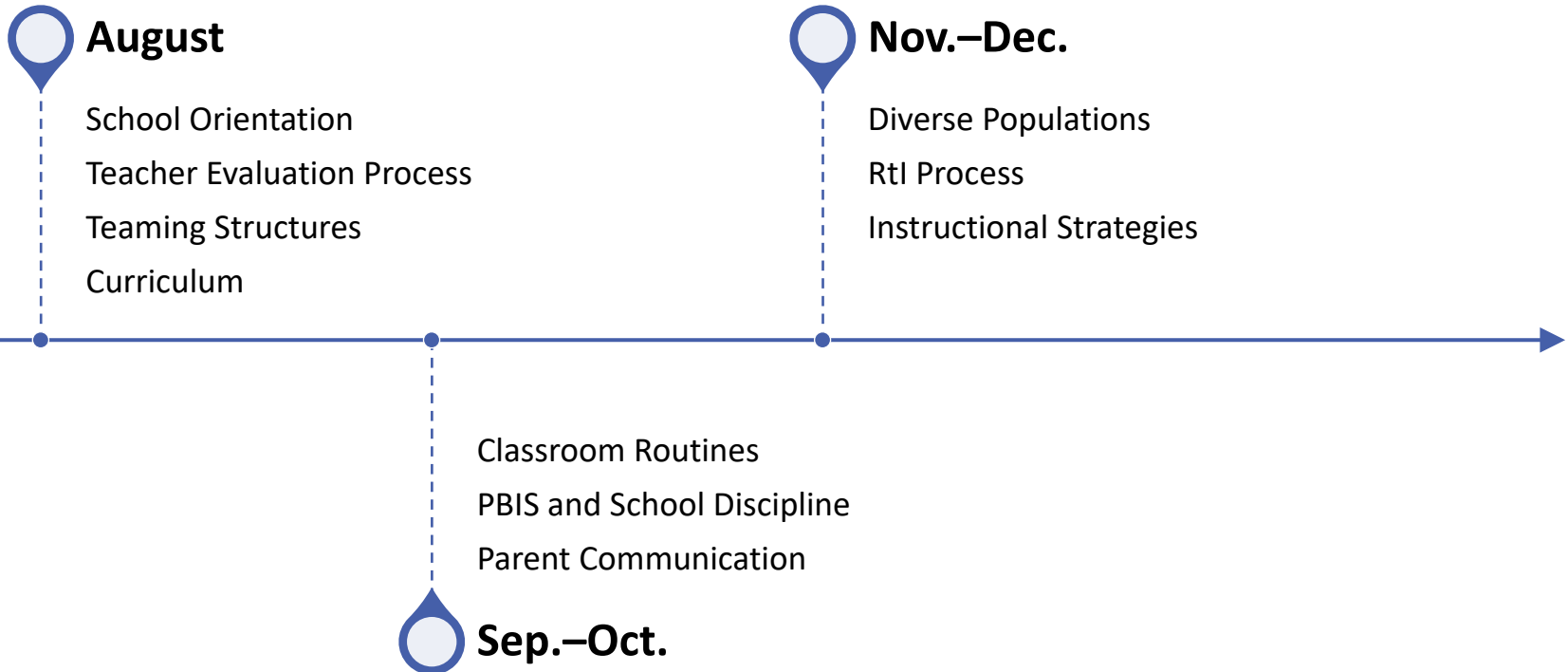
CSI Teacher & Specialized Service Provider Induction 2020 - 2021 Professional Development Overview	
<i>Briefly describe professional development opportunities that are available for inductees at your school. Include any PD dates on your school calendar. This is meant to be a general overview, not a formal professional development plan.</i>	
Name of School	
Annual PD Topics:	
Professional Development Dates on Calendar:	
Other embedded PD opportunities:	
Describe any supplemental PD targeted to inductees:	

Submit August 20th

[Download Form](#)



Suggested Topics





Suggested Topics





30 Hours of Mentoring

MENTOR CONTACT LOG				
School:				
Mentoring Teacher:				
Inductee:				
Date	Start time/End Time	Mentoring Activity/Focus	Type of Contact	Hours Invested <small>smallest increment allowed = .25 hours</small>

- ▷ Regular meetings/conferencing
- ▷ Observation with pre- and post- conference
- ▷ Arrange for a Model Classroom Observation with pre- and post- conference

Online Assignments



QUALITY STANDARD II

Teachers establish a safe, inclusive and respectful learning environment for a diverse population of students.

ELEMENT A: Teachers foster a predictable learning environment in the classroom in which each student has a positive, nurturing relationship with caring adults and peers.

ELEMENT E: Teachers provide proactive, clear and constructive feedback to families about student progress and work collaboratively with the families and significant adults in the lives of their students.

ELEMENT F: Teachers create a learning environment characterized by acceptable student behavior, efficient use of time and appropriate intervention strategies.

IDEAS FOR ARTIFACTS

<u>Classroom Management</u>	<u>Parent Communication</u>
Classroom rules/expectations posted	Classroom webpage
Classroom behavior agreement/compact	Classroom newsletter
Behavior chart	Daily planner
Classroom layout design (photo)	Weekly folder
Lesson plan related to classroom culture	Letters/e-mails home
Check out slip	Parent contact log
Job charts	Copy of progress report
Seating chart	Student portfolio for parent conference
Bulletin boards	Report Card

Reflection 1-3 paragraphs

Connection to elements

Snapshot of professional practice



Key Dates

Date	Event
August 20	Submit PD Plan & Roster
September 1	Mentor Training 11:30am-12:30pm
September 2	Inductee Welcome 11:30am-12:30pm
September 30	First online assignment due
November 12	Last day to add participants
May 6	Submit Certificate Verification Form
May 20	Inductees complete Feedback Survey



Principal & Administrator Induction





Candidate Criteria

- Hold Colorado Initial License
 - Principal
 - Administrator
 - Special Education Director
 - Gifted Education Director
- Employed at a charter school, charter school network, or charter school support agency
- Job duties include a leadership role



Program Components



GROWTH PLAN &
REFLECTION PROCESS



MENTOR SUPPORT



PROFESSIONAL
DEVELOPMENT





Mentor Criteria

- 3 years of charter school 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



Registration & Key Dates

[Registration Link](#)

Date	Event
September 1	First AMC Meeting
September 10	Growth Plan Due
January 15	1 st Semester Mentoring Log
June 15	2 nd Semester Mentoring Log & Candidate Evaluation
Ongoing	Submit Monthly Mentee & Mentor Reflection Forms