



Office of Teaching and Learning

Induction Competencies For Beginning Teachers

The New Teacher Induction program is an opportunity for teachers to participate in a full year of professional development that focuses on the unique needs of beginning educators in our district. Our model provides teachers with general pedagogical strategies, opportunities to consult with other educators to problem solve common difficulties, and learning experiences with teachers of similar grade level and content area.

Designing and Delivering Instruction

- A. Teachers will prioritize the skills and content to be taught for a given standard.
- B. Teachers plan lessons that are inclusive to all learners
- C. Teachers will be able to accurately read an IEP and use data to inform instruction.
- D. Teachers will understand that questions can be used to assess, manage, instruct, and create interest in students. Teachers will create accountable talk structures to make thinking visible and extend student learning to collect data.
- E. Teachers will learn methods to check for understanding using Total Participation Techniques and will use the data collected from these to inform instruction.

Time	Points Covered	What?
3 hrs	A	Long Term Planning
1.5 hrs	B & C	Inclusive Practices
1.5 hrs	C	Reading an IEP
1.5 hrs	D	Engaging Students Through Questioning and Talk Structures
1.5 hrs	E	Engaging Students Through Total Participation Techniques



### Classroom Environment & Culture

- A. Teachers will create efficient and consistent classroom routines and procedures to maximize student-learning time.
- B. Teachers will leverage knowledge of students in order to appropriately respond to their needs.
- C. Teachers will utilize effective feedback in order promote a growth mindset with their students.
- D. Teachers will identify strategies to reduce conflict with students.
- E. Teachers will learn strategies to network and partner with families and the community.

Time	Points Covered	What?
1.5 hrs	A	Routines & Procedures
1.5 hrs	B	Building Relationships Through Cultural Empathy
1.5 hrs	C	Growth Mindset and the Power of Feedback
1.5 hrs	D	Conflict Resolution
1.5 hrs	E	Family and Community Engagement

### Professional Organization & Collaboration

- A. Teachers will establish an efficient, accurate system for managing grading and paperwork. Teachers will create systems to manage modes of communication and prioritize action items.
- B. Teachers will create a portfolio using google suite apps and implement feedback from their mentor.
- C. Teachers will use a Consultancy Protocol to troubleshoot common classroom issues in order to gather possible solutions.

Time	Points Covered	What?
1.5 hrs	A	Professional Organization
30 hours	B	Portfolio
vaires	C	Consultancy Protocol

Total Seat Time=30 hours  
Total Portfolio Time=30 hours