



NEW TEACHER SUPPORT

LCAP Goal 1: Provide high quality teaching and learning that promotes opportunities for applying knowledge.

MARCH 28, 2019

Governing Board Presentation

Protocol for Hiring New Teachers

Instructional Vision:

Our work in Campbell starts with hiring the best and brightest and empowering them to be collaborative educators who joyfully embrace each student's unique perspective and background.

- Initial Venture interview process
- Panel interview with stakeholder representatives
- Performance task (PLC-related)
- Reference checks
- Robust evaluation process based on CA Standards for the Teaching Profession (CSTPs)

Teacher Support After Hiring

All Teachers Hired:

- Attend a new hire training to learn from the following departments:
 - **Human Resources:** “Campbell-ize” our new staff!
 - **Special Education:** Principles of inclusive and equitable Case Management.
 - **Instructional Services:** Essential Standards and assessment guides, curriculum planning/support and introduction to Learning Targets

Teachers New to the Profession

Teacher Induction Program: (Formerly BTSA)

- ❑ Two-year program to clear their credential
- ❑ Consists of:
 - ❑ Portfolio documenting their individualized learning plan based on CSTPs
 - ❑ Weekly support from veteran CUSD mentor teacher
 - ❑ Mentor conducts quarterly observations & feedback
 - ❑ Release time to observe veteran colleagues
 - ❑ District professional development (PD) supports their training requirements
- ❑ Program advisors support teachers through the process
- ❑ Ongoing walkthroughs and feedback.

Professional Development

All new teachers complete training aligned to our Core Initiatives:

- Professional Learning Communities (PLC)
- Every Child a Reader (K-2)
- Learning targets aligned to essential standards
- Wide variety of optional PD open to all teachers

Offered in a variety of formats:

- CUSD Rockstar online training
- In-person sessions
- Zoom links to attend meetings remotely

Professional Offerings for All Teachers

- Learning Targets
- The basics of Professional Learning Communities
- How to create Common Formative Assessments
- Behavior Management strategies
- Curriculum support sessions
- PowerTeacher Pro help sessions
- Multiple options on technology integration at the d.Studio
- Multiple self-directed trainings offered through School of Rock

Feedback through the Evaluation

- ❑ Goal setting with site administrator
- ❑ Classroom observations (formal & informal)
- ❑ Ongoing feedback and support from site administrator
- ❑ Coaching from site and district Teacher on Special Assignment (TOSA)

Special Education Teacher Support

Department Support

- New Teacher Orientation prior to school starting
- Weekly meetings with Year 1 teachers (more when needed)
- Bi-weekly meetings with Year 2 teachers
- Coaching: classroom set-up, instructional planning, working with parents and staff, managing instructional assistants
- Modeling: lessons, IEP writing, IEP meetings
- Writing Behavior Intervention Plans
- Resource: Google Classroom and District Special Education Handbook

Special Education Teacher Support (cont.)

- **Professional Development Offerings**

- Touch Math
- Sonday Systems
- Kimochis (Social-Emotional Learning)
- NEPSY-II (psychologists)
- Positive, Proactive & Practical Behavior Interventions in K-8 General Education Classrooms
- Inclusion and Disability Awareness

- A Crash Course in AAC Basics: What You Absolutely Need to Know and Where to Find It (speech teachers only pd)
- Every Student Succeeds Act (ESSA) and the new CA dyslexia bill: implications for the SLP: (speech teachers only pd)
- SIRAS

- **Monthly Division Meetings with District Office Team**

- Focused on effective and compliant practices

Ensuring all children learn at their highest potential means we must provide training, support and collaboration for their teachers to have the tools and strategies necessary to create this type of learning experience.



Self-Directed
Auto-Dirijido



Innovative
Innovador



Critical Thinker
Pensador Crítico



Collaborative
Colaborativo



Empathetic
Empático