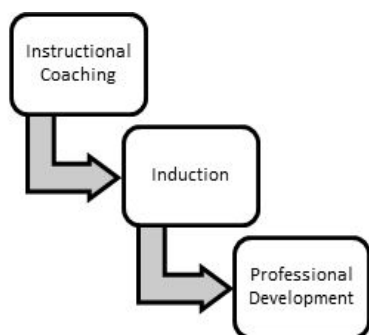


New Teacher Program for SMUHSD (2018-2019)

Access for Equity

Overview

The **New Teacher Program** is the beginning of professional learning in the San Mateo Union High School District. We believe what a teacher knows and can do in the classroom is the most important factor impacting student achievement. Our New Teacher Program is an induction process to train and support newly hired teachers, ultimately transitioning them into a professional learning program. In addition, each school site has a unique (and constantly developing) format of professional learning supporting teachers. All school sites are committed to a model of professional learning communities.



Our New Teacher Program supports a framework for SMUHSD’s vision of student learning and success. The components will strengthen teachers’ learning in the following instructional areas: cultural proficiency and growth mindset, responsive classroom management, creation of learning goals and formative assessments, academic language production, and culturally responsive teaching. Instructional coaching is also a part of our induction process for new teachers on full evaluation. Instructional coaches deepen the learning and accelerate instructional effectiveness. Participation in the New Teacher Program workshops fulfills some of the requirements for newly hired SMUHSD teachers hoping to earn permanent status in the district.

SMUHSD differentiates teacher’s professional learning experiences to reflect professional expertise. All new instructional personnel hired in SMUHSD will be enrolled in the NTP including certificated teachers, counselors and deans. The following categories and criteria indicates the “program” that teachers will participate in based on their teaching experience:

Brand new teachers with an Induction Instructional Coach/Support Provider

This program is designed for teachers **new to the profession** or participating in induction who are assigned a site-based *induction* instructional coach. Every first or second-year teacher new to the profession will be provided with an induction instructional coach until they receive permanent status in SMUHSD. The Induction Instructional Coach manages the Induction Program helping to “clear” the teachers preliminary credential. New teachers will meet their induction instructional coach at the New Teacher Orientation in August. ***All newly hired teachers that have recently earned a preliminary credential are required to enroll in the SMCOE Teacher Induction program to earn a clear, professional credential.***

Experienced teachers with an Instructional Coach (newly hired)

This parallel program is designed for teachers with **previous teaching experience**. Their NTP program is managed by their school site principal and the District Professional Development Coordinator.

Decisions about temporary, probationary and permanent status for teachers are ultimately made by the Site Principals in consultation with the District Administration.

All newly hired teachers, including temporary teachers *rehired* for the 2018-2019 school year, are required to attend the following NTP workshops in order to progress towards permanent status in SMUHSD:

	New Teacher Program Calendar, 2018-2019 <i>Theme: Responsive Teaching and Learning</i>	
	NTP with an <u>Induction</u> Instructional Coach/ Support Provider (Brand new teachers)	NTP with an Instructional Coach (Experienced teachers)
Monday, August 6, 2018 8:15 - 3:15pm (6.5 hours) SMUHSD District Office Tuesday, August 7, 2018 8:15 - 3:15pm (6.5 hours) SMUHSD District Office	New Teacher Orientation (District) <ul style="list-style-type: none"> • Welcome and community building • Human Resources Faire • SMUHSD Teacher's Association • Laptop distribution and technology 101 • Canvas Foundational Skills session 	
Wednesday, August 8, 2018 8:15 - 3:15pm (6.5 hours) Various school sites	School Site Orientation (see Principals for further information)	
Session #1: Tuesday, October 2, 2018 8:00am - 3:15pm (6.5 hours) SMUHSD District Office <i>Or</i> Session #2: Thursday, October 4, 2018 8:00am - 3:15pm (6.5 hours) SMUHSD District Office	Culturally Responsive Teaching	
Thursday, October 25, 2018 3:45pm - 5:45pm (2 hours) SMUHSD District Office	Culturally Responsive Teaching - Follow Up Session with focus on responsive classroom management	n/a (voluntary)
Session #1: Tuesday, January 15, 2019 8:00am - 3:15pm (6.5 hours) SMUHSD District Office <i>Or</i> Session #2: Thursday, January 17, 2019 8:00am - 3:15pm (6.5 hours) SMUHSD District Office	Secondary Constructing Meaning	
Thursday, February 28, 2019 3:45pm - 5:45pm (3 hours) SMUHSD District Office	Secondary Constructing Meaning Follow Up Session	n/a (voluntary)
Ongoing	<i>Induction</i> Instructional Coaching Cycles	Instructional Coaching Cycles

Continuing Education Units and Compensation

Teachers are eligible to receive CEUs for their participation in the New Teacher Program. CEUs are granted through St. Mary's College and \$50 per CEU. (10 hours = 1 CEU).

Brand new teachers with an Induction Instructional Coach:

36.5 hours = 3 CEUs or 2 semester units on the SMUHSD salary schedule

**NTP workshops are separate from the SMCOE Induction requirements/CEUs. Workshops cannot be "double counted."*

Experienced teachers with an Instructional Coach:

32 hours = 3 CEUs or 2 semester unit on the SMUHSD salary schedule

If a teacher does not want to apply for CEU credits and attends the workshops outside of the contract day, compensation is the professional development hourly rate at \$51.92/hour.