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## Induction Program

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### Goals, Methods, and Overview

#### Goals

- 📖 Improve teaching practice to increase student achievement
- 📖 Support novice teachers as they transition into the teaching career
- 📖 Retain competent, newly hired staff

#### Methods

- 📖 Provide training in instructional practices through planning and preparation
- 📖 Establish expectations and procedures for managing their time, student behavior, schedules and paperwork
- 📖 Support/motivate new teachers through personal and professional issues

#### Overview

- 📖 One-year induction program
- 📖 New Teacher Orientation at the start of the school year
- 📖 Induction Workshops/ Professional Development once a month
- 📖 Weekly meetings with mentor coach
- 📖 Differentiated program available for teachers with experience
- 📖 Per diem rate paid biannually for attending New Teacher Orientation and Induction workshops

### Induction Program Components

All components must be completed in order to earn a Certificate of Completion of the Induction Program and be eligible to apply for a Colorado Professional License

#### Year 1 (64 hours of mentoring total)

- 📖 New Teacher Orientation/Professional Development for new hires (32 hours)
- 📖 Weekly meetings with Mentor Coach (32 hours) including:
  - Drop in/informal visits from Mentor Coach
  - 2 formal visits and feedback sessions
  - Veteran Teacher Observation
  - Complete an Individual Learning Plan (ILP) in September that will be revisited in January and May
- 📖 Monthly workshops (18 hours)
- 📖 Compile a portfolio using artifacts to show evidence of progress toward meeting the Colorado State Standards for teachers (this will be reviewed in May)

## Colorado Licenses

### ***Professional License: (Expires five years from date on License)***

- ❏ Must complete 6 semester hours of course work and/or a combination of 90 hours of professional development activities
- ❏ Complete application packet from CDE
- ❏ Submit Licensing fee

### ***Initial License: (Expires three years from date on License)***

- ❏ Must complete an approved district induction program to move to a professional license
- ❏ Complete application packet from CDE
- ❏ Submit licensing fee

### ***Interim License: (Expires one year from date on License)***

- ❏ Must complete an approved district induction program to move to a professional license if less than 3 years experience
- ❏ May have to take the State Colorado P.L.A.C.E. or national PRAXIS test to obtain professional license.
- ❏ Complete application packet from CDE
- ❏ Submit licensing fee