



Tucson Unified School District

PILOT PLAN FOR FIRST YEAR TEACHERS AT STRUGGLING SITES

The purpose of this plan is to support first-year teachers serving in schools where student achievement is below the District average. This plan will outline the criterion for how schools will be identified, additional support provided for first-year teachers, and the criterion for how the pilot program will be evaluated.

Identification Process Schools:

By August 1, 2013 Accountability and Research (A&R) will conduct an analysis of the current AIMS scores (Spring 2013). This analysis will produce a list of schools performing below the District average in AIMS Reading; AIMS Math; and, overall AIMS. The list of schools will be provided to the Director of Professional Development.

First-year Teachers:

By August 15, 2013, the Director of Professional Development and the TUSD Induction/Mentoring Program Coordinator will cross-reference the A&R list with that of TUSD Induction/Mentoring Program participants to identify first-year teachers serving at any of the listed schools.

Accountability and Research will assist in creating a control group and a subject group for the pilot. This criterion is necessary to ensure we can evaluate the pilot at the end of the year.

Support Plan

Given:

Under the TUSD Induction/Mentoring Program, all first-year teachers are assigned a full-time release mentor that mentors them throughout their first year. First Year Teachers are expected to develop and follow a plan of action, which includes creating a schedule with specific times for observation cycles, feedback, weekly collaboration, creating individualized learning plans, analyzing student work and lesson analysis via video recording.

Pilot:

First Year Teachers identified to participate in this pilot, will be provided:

- additional scheduled time with mentor for implementing their action plans, and
- additional PD targeted toward the specific challenges they face at their respective sites (this is embedded into the mentoring process)

The table below outlines the expectations of TUSD Induction/Mentoring Program and that of the Pilot Plan for first-year teachers at struggling sites. **The underlined bolded items show how the Pilot Plan will differ from the TUSD Induction/Mentoring Program**

TUSD Induction/Mentoring Program & Control Group	Pilot Plan for first-year teachers (Subject group)
Attend 4-Day Induction Orientation	Attend 4-Day Induction Orientation
Collaborate during weekly uninterrupted sessions with mentor. Minimum 90-minutes with the expectation of 2-hours/week.	Collaborate during weekly uninterrupted sessions with mentor. <u>Minimum expectation of 3-hours /week.</u>
Complete “Class Profile”	Complete “Class Profile” and <u>update quarterly</u>
Complete an Individual Learning Plan	Complete and Individual Learning Plan
Complete up to three-cycles of “Analyzing Student Work”	<u>Complete three</u> -cycles of “Analyzing Student Work”
Complete one video recording of a lesson and debrief with mentor	<u>Complete two</u> video recording of a lesson and debrief with mentor
Teachers new to the profession (first-year teacher) attend and complete the following seminars: <ul style="list-style-type: none"> • Classroom management • Routines and Procedures 	Teachers new to the profession (first-year teacher) attend and complete the following seminars: <ul style="list-style-type: none"> • Classroom management • Routines and Procedures
	<u>Complete two classroom visitations of exemplar teachers:</u> <ul style="list-style-type: none"> • <u>One at the school</u> • <u>One at a school who is performing above the District average with similar demographics</u>
Complete survey at end of the year	Complete survey at end of the year.

Evaluation:

At the end of the year, the Curriculum, Instruction and Professional Development Department, in conjunction with the Office of Accountability and Research (A&R), will evaluate the success of the program through two criteria:

- Comparisons of benchmark assessment data, by grade level, from First Year Teachers in low-achieving schools with the same data from First Year Teachers in low-achieving schools who participated in the pilot
- Evaluations of the end-of the-year surveys from three stakeholders (the Administrator, the Mentor, and the Teacher)

Subject Group	# of First Year Teachers	Control Group/Subject	# of First Year Teachers
Banks Elementary	1 Heidi Wieber 031293	Blenman Elementary / Reading	0
Booth/Ficket K-8	0	Bonillas Elementary / Reading	1 Roberto Collazo 029269
Catalina Magnet High	0	Doolen Middle / Reading	1 Kimberly Gay 032151
Cavett Elementary	0	Dunham Elementary / Reading	0
Cholla Magnet High	2 Bradley Searer 032228 Julian Martinez 031806	Erickson Elementary / Reading	0
Cragin Elementary	0	Ford Elementary / Reading	2 Teri Kilcran 021989 Kacie Berkson 032217
Davidson Elementary	0	Grijalva Elementary / Reading	0
Dietz K-8	0	Miller Elementary / Reading	0
Direct Link II	0	Myers Elementary / Reading	1 Lisa Walker 018944
Holladay Elementary	0	Roberts/Naylor K-8 / Reading	1 Kathryn Garcia 031789
Lawrence 3-8	0	Ochoa Elementary / Reading	1 Cristina Fraser 032543
Lynn Elementary	1 Jessica Olivarria 021865	Steele Elementary / Reading	1 Joanne Jackson 032201
Maldonado Elementary	2	Van Buskirk Elementary / Reading	0

	Shelly Spicer 010024 Justine Mitchell 032252		
Mansfeld Middle	1 Tasha Love (Unterriner) 027747	Vesey Elementary / Reading	0
Manzo Elementary	1 Nikki Molina 032460	Wright Elementary / Reading	2 Lacy Petterson 029525 Anna Mason 028723
Marshall Elementary	1 Kay Murrens 032253 Termed 3.10.14	Direct Link I / Math	0
McCorkle K-8	5 Dustin Pollock 032241 Rose Mazza 023791 Emily Adams 031028 Jacqueline Jendrisak 032041 Christine Bodie 032230	Tucson Magnet High / Math	4 Cicely Richard 031210 Jacinta Fillinger 032078 Matthew Munsey 031673 Tamara Fahrenreich 032213
Meredith K-12	0		
Mission View Elementary	0		
Oyama Elementary	1 Gabriela Romo 027454		
Palo Verde Magnet High	1 Matthew Grassmyer 032193		
Pistor Middle	0		

Project MORE	0		
Pueblo Gardens K-8	0		
Pueblo Magnet High	5 Sarah Sutton 031794 Jesus Orduno 032203 Tiffany Mendibles- Escobar 032232 Nallely Aguayo 031129 Amy Kijewski 031808 Jessica Mejia 031236		
Rincon High	2 Joseph Farmer 032148 Francis Saitta 031664 Termed 1.7.14		
Robison Elementary	1 Jennifer Robinson 031737		
Safford K-8 Magnet	3 Tracey Burton 031598 Nalda Francisco 030333 Sarah Johnston 031800		
Santa Rita High	3 Ashley Lane 010976 Bernardo Jimenez 032188 Shayna Walton 031767		
SW Alternative	0		
TAPP	0		
Tolson Elementary	0		

Utterback Magnet Middle	0		
Valencia Middle	2 Kelli Cilano 030136 Courtney Owens 031925		