

# **APPENDIX IV – 16**

IV.K.1.h



Tucson Unified School District

### 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 program will be evaluated.

#### Identification Process

##### Schools:

All TUSD schools will be targeted.

##### First-year Teachers:

The TUSD Induction/Mentoring Program Coordinator will identify first year teachers and provide the teacher with a mentor.

#### Support Plan

Under the TUSD Induction/Mentoring Program, all first-year teachers are assigned a full-time release mentor that mentors them throughout their first year. Priority for mentor time given to teachers working at schools labeled underperforming in both reading and math. Caseloads assigned to Mentors are based on a 1:15 point ratio. First-year teachers at an underperforming school are 3 points. First-year teachers at a performing school are 2 points. 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.

#### Plan:

For SY 2018-19 the NTIP will follow the USP and “provide new teachers (i.e., teachers in their first two years of teaching) with the foundation to become effective educators”. Due to this, the plan for first year teachers at all schools will be to complete the requirements of the TUSD Induction/Mentoring Program.

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

#### Implementation:

All first-year teachers will participate in this plan that utilizes the New Teacher Center (NTC) research based whole-system approach to improve student learning by accelerating the effectiveness of beginning teachers.

Expectations of TUSD Induction/Mentoring Program

The table below outlines the expectations of TUSD Induction/Mentoring Program and the expectations of the Plan for first -year teachers

<b>TUSD Induction/Mentoring Program 1<sup>st</sup> Year Teacher Plan Expectations</b>
Attend 4-Day Induction Orientation
Collaborate during weekly-uninterrupted <b>sessions</b> with mentor. Minimum 90-minutes with the <b>expectation</b> of 2-hours/week.
Complete “Knowing Students” formerly “Class Profile” and update regularly
Complete an Individual Learning Plan
Complete three-cycles of “Analyzing Student Learning”
Complete one <b>video</b> recording of a lesson and debrief with mentor
Complete the following seminars: <ul style="list-style-type: none"> <li>• Classroom Management and Procedures-Part 1</li> <li>• Classroom Management and Procedures-Part 2</li> </ul>
<b><u>Complete two classroom visitations of exemplar teachers:</u></b> <ul style="list-style-type: none"> <li>• <b><u>One at the school and/or</u></b></li> <li>• <b><u>One at a school with similar demographics</u></b></li> </ul>
<b><u>Professional Learning Communities</u></b> <ul style="list-style-type: none"> <li>• <b><u>Ongoing professional learning for teachers for the purpose of improving instruction and student learning</u></b></li> </ul>
Complete end of the year program/teacher practice evaluations

## Evaluation:

At the end of the year, the Coordinator of the NTIP will evaluate the success of the program through three criteria:

- Surveys of the Effectiveness of the Mentor Program from three stakeholders (the Administrator, the Teacher Mentor, and the Teacher)
- The Teacher Mentor will analyze teacher practice to improve instructional capacity through a pre- and post-observational rubric

Underperforming	Underperforming
Blenman Elementary	Myers/Ganoung Elementary
Booth-Fickett	Naylor K-8 (with Roberts Elementary)
Catalina Magnet High School	Ochoa Magnet Elementary
Cavett Elementary	Palo Verde High Magnet School
CE Rose	Pistor Middle School
Cholla High Magnet School	Pueblo Gardens K-8
Dietz K-8	Pueblo Magnet High School
Erickson	Rincon High School
Grijalva Elementary	Robison
Holladay Magnet Elementary	Safford K-8 Magnet
Lawrence 3-8	Santa Rita High School
Magee	Secrist Middle School
Maldonado Elementary	Teenage Parent High School (TAP)
Manzo	Tucson High Magnet School
Mary Meredith K-12	Utterback Middle Arts Magnet
Miller Elementary	Valencia Middle School