



Vanguard Academy Charter School

Early College High School

Staff Mentor / Induction Program

Objectives:

To ensure that new and existing staff are provided ample time to collaborate.

To discuss departmentalized and grade level topics.

To provide all staff members with the needed support to be successful.

Departmental Topics	Grade Level Topics
Operational Processes	Organizational Skills
Curriculum Scope & sequence	Tests/ Project Coordination
Curriculum Pace	Calendar
Grading Guides	Intervention Plans / Subgroups
Skills Progress	Student Progress
Assessment Data Review	IHE Data

New Teacher Institute Induction Program

Mission:

To value, support, motivate, facilitate, and mentor every teacher at Vanguard Academy to highly educate every student.

Target Audience: Teachers with 0 to 3 Years of Teaching Experience

The District Instructional Coach will hold monthly trainings on a variety of topics during the school year. In addition, the Instructional Coach will conduct classroom observations and hold debriefing sessions with teachers to refine or reinforce their delivery of instruction.