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Early College High School  
at El Centro College

## **New Staff Member Mentor & Induction Plan**

In an effort to acclimate new staff to the Lassiter ECHS program and early college principles, the following actions will be taken to ensure a smooth and successful transition. During the interview process, the principal will look for candidates that can exhibit content expertise, strong instructional pedagogy, and the ability to provide supportive relationships with the target student population.

- All new staff will be assigned a Mentor for the first year. The Mentor will be a teacher-leader with 3 or more years of experience working at Lassiter ECHS.
- The Mentor and/or Principal will work with the new staff member on the social, emotional, and academic needs of an early college student throughout the year.
- New staff will be required to attend content professional development offered by Dallas ISD or Educate Texas (usually Tracy Hurst) that focuses on the Common Instructional Framework.
- New staff are encouraged to attend the annual ECHS Summit.
- Staff development sessions on ECHS principles/updates are conducted regularly by the principal at monthly faculty meetings or district staff development dates.