



San Marcos CISD Early College High School Induction/Retention Plan



Mentor/Induction/Retention Plan

The ECHS shall implement an annual professional development plan (i.e, calendar of events/activities) for teachers and staff, focused on research-based instructional strategies for increasing rigor and college- and career-readiness, that is based on needs assessment of student data, and includes both high school and dual credit teachers. Professional development should include, but is not limited to the following:

- a. A mentoring and induction program for newly hired staff, providing them with the instructional and interpersonal skills and capacities needed for success in an ECHS

SMCISD’s Teacher induction/mentoring program is a comprehensive three year program guided by Lead4ward’s curriculum proven to assist in the induction and retention of teachers with varying years of experience.

San Marcos Early College High School	
Benchmark 1.9 ECHS Staff Professional Development	
SMCISD Induction Program	<p>The purpose of SMCISD’s Induction Program is to ensure new-to-SMCISD teachers enjoy a healthy and meaningful first few years, resulting in student achievement and growth, and the teacher’s return to an SMCISD classroom. We will achieve our purpose by</p> <ul style="list-style-type: none"> ● building on the experiences from a new teacher’s prior training. ● introducing new teachers to SMCISD’s systems, expectations, and common language around teaching and learning. ● providing ongoing, timely support through collaborative learning sessions with peers. ● providing individualized and daily support from a campus mentor or buddy. ● utilizing the lead4ward Teacher Induction curriculum.



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<p>SMCISD Novice Teacher Academy</p>	<p>The SMCISD Induction is divided into three groups in order to address the specific needs of teachers based on years of experience. For those teachers who are new to the profession and have less than one year's experience will participate in our Novice Teacher Academy.</p> <p>The NTA includes:</p> <ul style="list-style-type: none">• Teachers with < 1 year of experience will participate.• Three day orientation before school begins (day three being at campus)• Four full-day pull-out sessions (substitutes are provided for these days.)• Monthly campus seminars• Novice teacher matched with trained, paid mentor• lead4ward FYT workbook provided• Newsletter• Content focus- management NTA Knowledge & Skills
<p>SMCISD Second Year Teacher Academy</p>	<p>The SMCISD Induction is divided into three groups in order to address the specific needs of teachers based on years of experience. For those teachers who have one year's experience will participate in our Second Year Teacher Academy.</p> <p>The SYTA includes:</p> <ul style="list-style-type: none">• Teachers with 1 year of experience will participate.• Two full-day pull-out sessions (substitutes are provided for these days.)• At least one instructional coaching cycle with campus IC• Content focus- instruction for high levels of learning for all SYTA Knowledge & Skills



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<p>SMCISD Third Year Teacher Academy</p>	<p>The SMCISD Induction is divided into three groups in order to address the specific needs of teachers based on years of experience. For those teachers who have two year's experience will participate in our Third Year Teacher Academy.</p> <p>The TYTA includes:</p> <ul style="list-style-type: none">• Teachers with 2 years of experience will participate.• Two full-day pull-out sessions (substitutes are provided for these days.)• At least one instructional coaching cycle with campus IC• Content focus- dependent on needs assessment from end of year two TYTA Knowledge & Skills
<p>Veteran Newcomer Teacher Academy</p>	<p>The SMCISD Induction also addresses the specific needs of veteran teachers that have transferred into our district. For those teachers who have more than 3+ year's experience, they will participate in our Veteran Newcomer Teacher Academy.</p> <p>The VNTA includes:</p> <ul style="list-style-type: none">• Teachers with 2 or more years of teaching in another district• Three day orientation before school begins (day three being at campus)• Matched with a campus buddy
<p>SMCISD MentorProgram</p>	<p>The campus mentor is the heart of the SMCISD Induction Program. Mentors will provide:</p> <ul style="list-style-type: none">• Complete Campus Mentor Agreement• Attend mentor training prior to the start of the school year as required• Participate in new teacher orientation• Attend monthly campus seminars• Meet with mentee on a regular basis- daily for first two weeks, then once per week (each meeting should be at least 45 minutes)



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	<ul style="list-style-type: none">• Maintain <u>thorough</u> documentation of mentor-mentee activities and submit by deadlines• Align work with mentee with the lead4ward curriculum• Observe mentee at least twice and provide feedback, once in first nine-weeks• Model teach for mentee at least twice and reflect together, once in first nine-weeks
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