

EAD 536 Induction Plan for Beginning Teachers

Tanner C. Purintun

Department of Education, Grand Canyon University

EAD 536: Strategic Leadership and Management in the Principalship

Dr. Cherri Barker

September 27, 2023



New Teacher Orientation Agenda

August 8, 2023 (St. Mary's Central High School)

| Time | Session | Facilitator |
|---------------------|---------------------------------------|---|
| 8:30 AM – 9:00 AM | Welcome/Meet District Office | G. Vetter, President T. Friesen, Vice President T. Purintun, Principal D. Neff, CFO R. George, HR Manager |
| 9:00 AM – 10:00 AM | Message from the President | G. Vetter, President |
| 10:00 AM – 10:15 AM | Mission and Vision | T. Purintun, Principal |
| 10:15 AM – 11:00 AM | Tour of School | T. Purintun, Principal |
| 11:00 AM – 11:30 AM | Day in the life of a SMCHS instructor | T. Purintun, Principal |
| 11:30 AM – 12:15 AM | Lunch | All Staff |
| 12:15 PM – 12:30 PM | Handbook/Expectations | T. Purintun, Principal |
| 12:30 PM – 12:45 PM | Technology available to you | B. Funk, Tech Director |
| 12:45 PM – 1:00 PM | Mentor/Mentee Connect | Mentors/Mentees |
| 1:00 PM – 1:30 PM | Team Building Activities | All Staff |
| 1:30 PM – 2:00 PM | Classroom prep | Mentors/Mentees |
| 2:00 PM | Dismissal | T. Purintun, Principal |

Agenda Rationale:

Welcome, Message from President, Mission/Vision

To start the day at 8:30am, we will have our district office come in, so I can introduce our new teachers to some of the people that they won't see on a day-to-day basis, but are still very crucial to the success of St. Mary's Central High School. I will allow each person to introduce themselves and briefly speak on what they do and how they be involved with SMCHS. After that, I will allow the president of Light of Christ Catholic Schools, Gerald Vetter, speak. He does an outstanding job of speaking and inspiring people. He will talk about the history and tradition of St. Mary's as well what students desire and what role teachers can play in impacting students'

lives. After Gerald speaks, I will talk about our mission and vision and give them practical ways to align to that mission and vision.

Tour/ A Day in the Life

This session is to help familiarize the new teacher with the building and to help them be prepared for their first day in the building. This will be an opportunity for new staff to ask questions, and for me to give them some “things to expect” for the first day.

Afternoon

After lunch in the afternoon, we will go through several logistical pieces such the student and employee handbook and expectations, how to access grades, what technology is available for teachers, and the mentor relationship. The mentors and new teachers will have time to talk on their own and get comfortable with each other. We will then do some fun team building activities with the entire staff, so that the new teachers can get integrated and feel comfortable around the entire staff. Lastly, I will give them independent classroom time to prep.



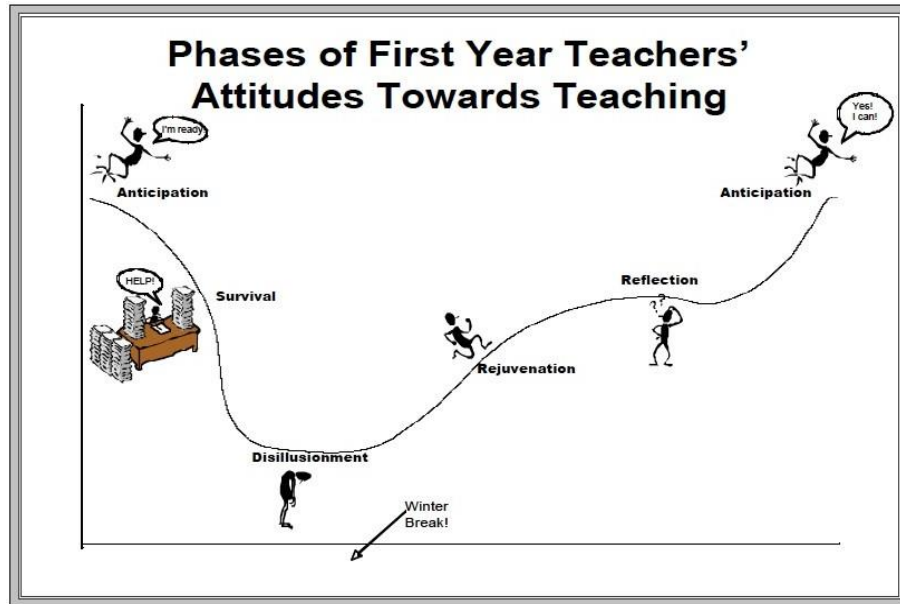
Part II: New Teacher Mentoring Plan

Purpose

The purpose of this plan is to ensure the success of new teachers by offering the support and relationships necessary to navigate through your first year.

Timeline

- 10-month plan
- August 1 – First day of school: Mentor and Mentee meet as needed to prepare for first week.
- First semester: Mentor and Mentee meet once per month after school.
 - Mentor observes Mentee twice.
 - Share feedback immediately following observation.
- Mentor provides some sort of encouragement or gift to help get them through the semester.
- Second semester: Mentor and Mentee meet every other month.
 - Mentor observes Mentee once.
- End of the year recap meeting.



- **ANTICIPATION** (During the first few days/weeks) - Tremendous commitment; idealistic view; may be elated but at the same time terrified
- **SURVIVAL** (Usually within the first month) - Overwhelmed; exaggerated “reality”; exhausted
- **DISILLUSIONMENT** (After six to eight weeks) - Distressed; disenchantment; full of self-doubt and may be physically ill; question professional commitment
- **REJUVENATION** (After winter break) - Slow rise in attitude; acceptance of “realities”; renewed sense of accomplishment
- **REFLECTION** (Near end of year) - Invigorating; emerging vision; new phase of more realistic anticipation

Induction Activities

Collaboration and teamwork are essential to ensure the success of beginning teachers. In order to accomplish this, mentors will meet with their mentees on the following topics:

- Grading
- Lesson Planning
- Classroom Management

- SMCHS Teacher Eval System/Marshal Eval Rubric

Professional Development Topics

- Responsibility Centered Discipline (RCD) Training
- Technology Integration

Budgetary Implications

A proposed stipend of \$1,000 will be provided to teachers who accept and fulfill mentorship roles. Additional funds can be requested through mentor for “relationship building” such as minimal amounts of money for a small gift, allowance for lunch, or other outside of school activities.

Servant Leadership

Servant leadership is paramount to achieve high staff morale and a strong school culture. This type of leadership will be evident throughout this plan because I will be very intentional about reaching out to teachers and letting them know that I am here to serve them. This could look many different ways. I could step in and sub for a portion of their class, so that they can have a mentor/mentee meeting, or I could offer my time to meet with them and give them strategies or suggestions to help in any areas that they need. At the end of the day, I will let my teachers know that I have here to serve and support them, and they should feel comfortable coming to me with such requests.