New Staff Induction

August 2022
Induction
• 3 days each summer
• Required for all new professional staff

Purpose
• Welcome to EASD!
• Outline District expectations
• Highlight key initiatives
• Get prepared for student arrival
• Establish mentor/mentee relationships and other available supports
Our mission is to provide all students a secure learning environment and exemplary academic programs that inspire all students to reach their full potential.
What Matters Most...

WE BELIEVE

1. Public Education is the **SHARED PARTNERSHIP** among student, family, school, and community.

2. **TRUSTING RELATIONSHIPS** help support the social/emotional needs of our students and are essential to our overall success.

3. **A HIGHLY SKILLED, COMPASSIONATE and EMPATHETIC STAFF** is an invaluable component of our District.

4. **TECHNOLOGY** can be a powerful instructional and learning tool.

5. The rapidly changing world increases the importance of **SKILLS and DISPOSITIONS**.

6. Learning happens most rapidly when it is **PERSONALLY RELEVANT and AUTHENTIC**.

7. **A GROWTH MINDSET** should be modeled and promoted.
• Schoology Course – Contains information and tutorials for essential EASD Technology needs.
• Basecamp
• EASD Account Information
• Outlook
• Microsoft & Google
• PowerSchool
• Seesaw & Schoology
• Konica Minolta
• Pear Deck
Induction Program & Professional Code of Conduct

- Review of Induction Program requirements
- Process to obtain Instructional II certifications
- Review of PA Code of Conduct
Supervision Review

- Supervision - Supervision is a formative process that focuses upon professional development and the improvement of instruction.
- Evaluation - Also known as a rating, is a summative judgment of teacher performance issued on the Professional Evaluation Form.
- Review of the evaluation process
- ACT 13 – What it means to me?
  - Student Performance Data
    - Building Level Score
    - Teacher-Specific Data
    - LEA-Selected Measures
- Clinical Supervision / Formal Observation
- Effective Teaching
A changing world means our students need different things than they did in past years.

- Development of the Profile
- Life Ready Graduate Profile
  - Knowledge
  - Skills
  - Dispositions
- Life Ready Graduate Certification
- Stakeholder Involvement
Instructional Coaches

- Getting to Know You
  - *Classroom layout, bulletin board, must-have procedures*

- Introduction of the Instructional Model

- Why does it matter?

  - “If a teacher has good classroom management, they still may not be effective, but if they do not have good classroom management, they can never be effective.”

- How does it all fit together?
  - *Yesterday, Tomorrow, Today*
Instructional Coaches

- Classroom Management - Preparing Your Mindset
  - Building Relationships
  - Defining, Modeling, Teaching, Reinforcing Expectations
  - Consistency
  - Why does it matter?
  - “When learners are forced to split their attention between learning a new procedure and learning new content, they are not likely to master both. Scaffold for them by isolating the process so they will become comfortable with the protocol.”

- The brain can only process so much at once. Routines and procedures support learning!
Business
• Introduction of Departments – Business Office, Payroll, Food Service, and Maintenance
• Payroll, Taxes, Timesheets, and Workers Compensation
• Purchasing and Applying for Grants
• Food and Nutrition Services
• Facilities
• Budget Overview

Health Services
• Health Resources
• Teach and reinforce healthy hygiene practices
• Sick students stay at home
• Allergic reactions, Asthma, Diabetes, Concussions
• Suspicious bruising and injuries – Mandated Reporter
How Else Can I Get Involved?

- Paid Coaching Opportunities
- Volunteer Coaching / Advising Opportunities
- Game Workers/Event Staff

- What do we offer?
  - Clubs
  - Performing Arts
  - Athletics
Student Support Services

- Overview of Student Support Services
- 504 Service Agreement
- Gifted Services
- Individuals with Disabilities Education Improvement Act (IDEA 2004)
- Least Restrictive Environment (LRE)
- Special Education – Disability Categories
- GIEPs, IEPs and 504 Plans
- Trauma Informed Approach
- Confidentiality (FERPA) and Professional Judgment
School Safety

- Role of School Resource Officer
- Triad Concept
  - *All Hazards Plan*
  - *Situational Awareness*
- Emergency Drills
- Emergency Preparedness Checklist