

Program Delivery Model

The formal mechanism used to orient the new teachers to the district begins with three days of New Teacher Induction. The three days are for orientation to processes, policies and procedures of District 109. During the induction process, teachers will participate in a variety of learning activities to familiarize them with District 109. The instruction during these days will include, but not be limited to, aspects of curriculum and instruction, special services, local school improvement initiatives and professional development plans.

The New Teacher Induction and Mentor Program places equal emphasis on the district, building, and individual levels to support and achieve the previously stated philosophy, purpose, and program goals. New teachers attend a series of meetings during the year which place emphasis on particular areas of curriculum and student services. Teachers will meet five times for an after school workshop for a period of one year. The workshops will be focused "round table discussions." During the round table discussions, teachers will be presented an area of focus to increase their knowledge and skills. New teachers will be encouraged to periodically use a planning period to observe their mentor teacher or other expert teachers in their content field.

In addition, mentors serve in this program delivery model as the day-to-day assist to new teachers.