

Verona Area School District

New Teacher Induction/Mentoring Program

In the Verona Area School District, ensuring that new teachers are supported from day one is a top priority. A strong induction program fosters collaboration and teacher leadership. Being mentored during the early years of your career allows you, as a new teacher, the opportunity to learn with the assistance of your more experienced colleagues.

PROGRAM GOAL:

The Verona Area School District New Teacher Induction Program goal is to create the conditions that promote teacher success to maximize student learning.

PROGRAM OBJECTIVES:

- Create a culture where collaboration, thoughtful examination of teacher practice, and honest reflection on student learning are common
- Build capacity by creating autonomous self-reflective teachers
- Improve and accelerate the effectiveness of teachers
- Develop personal habits of mind to improve teacher practice
- Ensure increased student engagement and academic achievement

WHAT IS TEACHER INDUCTION?

- A phase of teacher development
- A period of socialization and enculturation
- A formal support program for beginning teachers

THE PURPOSE OF INDUCTION:

- Improve student learning
- Accelerate new teacher effectiveness
- Foster professional norms of collaboration and ongoing learning
- Enhance teacher retention
- Strengthen teacher leadership

WHO GETS A MENTOR?

- All new hires are provided a support person through the New Teacher Induction/Mentoring program
- Teachers hired with no previous experience will be provided a 1:1 mentor for at least their first two years in the district
- Teachers hired with 1-3 years of experience will be provided a 1:1 mentor for at least their first year in VASD.
- Teachers hired with 4 or more years of experience are provided a building buddy to help acclimate the new hire to the building and district and serves as a point person.

WHAT I CAN EXPECT FROM MY MENTORING EXPERIENCE:

- You will meet with your mentor weekly for 40-60 minutes (on average) at a regularly scheduled time determined by you and your mentor. Minimum expectation is that mentors and mentees meet for 180 minutes per month.
- Your mentor will utilize tools from the New Teacher Center Learning Zone platform to guide discussion and reflection around teaching and learning. You will also attend district mentoring meetings held after school. Some are required, others are optional. The focus of these meetings will be in-depth work examining lesson design and assessing student learning.
- Your mentor will observe you in your classroom to provide formative feedback. You will have the opportunity to observe your mentor or other veteran teachers as well.
- Opportunity to attend New Teacher Seminars offered by the Dane County New Teacher Project
- Your mentor will not share information from your work together with administration or with other colleagues.
- Mentors receive training from the Dane County New Teacher Project and ongoing support from DCNTP refreshers and from district program coordinators.