

### *Purpose*

The Appalachia Intermediate Unit 8 (IU8) Consortium Teacher Induction Program is a comprehensive program offering customized learning experiences for new teachers. The program is designed to increase educator effectiveness, enhance knowledge and skills, and increase retention among beginning teachers and educational specialists. The IU8 Teacher Induction Program provides participants with: (1) professional learning opportunities aligned to the four domains in the Charlotte Danielson Framework for Teaching; (2) a leadership program designed for mentors; and (3) support sessions for second-year educators/specialists. The Appalachia Intermediate Unit 8 Teacher Induction Program is a supplement to and extension of school entities' established induction programs.

### *Goal and Competencies*

The goal of the IU8 Consortium Teacher Induction Program is to help prepare beginning educators to continue in their individual growth and development, transition into their respective district educational programs by regularly utilizing the Pennsylvania Standards Aligned System framework, making data-informed decisions using student performance, managing the classroom environment, improving student achievement, and enhancing equitable instructional practices.

As a result of the induction program, beginning educators/specialists will:

- Know, understand, and be able to implement instructional practices.
- Be able to teach diverse learners in inclusive settings including English Learners and students with Individualized Education Programs (IEP).
- Be able to access state curriculum frameworks and focus lesson design on leading learning to mastery of all state academic standards.
- Effectively navigate the Pennsylvania Standards Aligned System (SAS) Portal and apply its resources to instructional design and practice.
- Be able to apply effective classroom management strategies and advance social-emotional and equitable learning practices.
- Gain awareness and preventative approaches in matters relating to trauma-informed practices and suicide awareness and prevention.
- Have regular opportunities to network with other beginning teachers across the region providing for enriched relationships, supportive communication, and collaborations.
- Know professional expectations as established by the 1992 Code of Professional Practice and Conduct for Educators (22 PA Code 235).
- Be informed of all state assessments and the implications of assessment data for the Local Educational Agency (LEA).
- Build knowledge of the local people, language, and systems needed to perform the daily functions and duties of the job effectively.
- Gain an awareness of the Federal and State regulations guiding the provision of educational programs and services to learners, ages 3-21.

## *Induction Program*

The IU8 Consortium Teacher Induction Program is facilitated by IU8 educational consultants and curriculum specialists to best meet the varied disciplines of its participants. The program consists of two professional learning institutes; the first institute is designed for beginning teachers/educational specialists, and the second learning institute is intended for second-year teachers. The program also provides one half-day training for mentors participating in the IU8 Consortium. All professional learning activities are Act 48 eligible.

The professional learning institutes are anchored in the four domains identified in the Danielson framework and the Pennsylvania Standards Aligned System (SAS) elements.

The four domains in the Charlotte Danielson Framework include:

1. Planning and Preparation
2. Classroom Environment
3. Instruction
4. Professional Responsibility

The six elements in the Pennsylvania Standards Aligned System (SAS) include:

1. Standards
2. Assessment
3. Curriculum Framework
4. Instruction
5. Materials and Resources
6. Safe and Supportive Schools

## *Mentors*

Districts that have Year 1 and/or Year 2 teachers participating are welcome to enroll mentors into mentor training. *This is an option* and is not required for your Year 1 and Year 2 teachers to participate in the IU8 Teacher Induction Consortium. If participating, mentors will receive training to assist teachers in their first years of teaching. In addition, mentors will gain information regarding the expectations of beginning teachers within the program and how the four domains of the Danielson Model align with the workshop activities.

Timeline	Teachers Participating in Year 1 (Blended)			Timeline	Teachers Participating in Year 2 (Virtual in-person sessions)	Mentors Participating in the IUB Program (In-person)
Sept./Oct. (6.5 hours)	Universal Design for Learning (UDL) – Meeting the need of diverse learners Orientation/Network #1 (3 hours, in-person)	Part 1: Code of Professional Practice and Conduct for Educators (1.5 hour, virtual in-person)	Part 1: Safe & Supportive Schools: Act 71 Suicide Awareness & Prevention (Four, 30-minute, self-paced courses on the Prevent Suicide PA Learning Educator Courses Library)	Sept./Oct. (1 hour)	Fall Session Teaching: A Calling & Servant Educator (1 hour, virtual in-person)	Mentor Training (3 hours, in-person)
Nov./Dec. (5 hours)	Shared & Data-Informed Decision Making (1 hour, virtual in-person)	Instructional Planning & Design (1 hour, virtual in-person)	Classroom Management (3 hours, self-paced course on IU8 Eduplanet21)	Nov./Dec.		
Jan./Feb. (6 hours)	Network #2 (1 hour, virtual in-person)	Part 2: Safe & Supportive Schools: Act 18 Trauma-Informed Practices (3 hours, self-paced)	The Pennsylvania Standards Aligned System (SAS) Portal (2 hour, virtual in-person)	Jan./Feb. (1 hour)	Winter Session Teaching: A Replenished & Expansive Educator (1 hour, virtual in-person)	
March/April (5.5 hours)	Social-Emotional Learning Network #3 (3 hours, in-person)	Materials & Resources for Instruction (1 hour, virtual in-person)	Part 2: Code of Professional Practices and Conduct for Educators (1.5 hour, virtual in-person)	March/April (1 hour)	Spring Session Teaching: A Growing & Humble Educator (1 hour, virtual in-person)	
Year 1 Teachers = 23 hours				Year 2 Teachers = 3 hrs.		Mentors = 3 hrs.

SY	Title	D1	D2	D3	D4	SAS	Hrs.	Learning Modality
Sept/Oct	Part 1: Code of Professional Practice and Conduct for Educators - the Ethical Teacher	X			X	X	1.5	Virtual in-person
Sept/Oct	Part 1: Safe and Supportive Schools - Act 71 Suicide Awareness & Prevention		X	X		X	2	Asynchronous
Sept/Oct	Universal Design for Learning (UDL) - Meeting the Needs of Diverse Learners & Orientation/Network #1	X	X	X		X	3	In-person
Nov/Dec	Shared & Data-Informed Decision Making	X	X	X	X	X	1	Virtual in-person
Nov/Dec	Instructional Planning & Design	X	X	X		X	1	Virtual in-person
Nov/Dec	Classroom Management	X	X	X		X	3	Asynchronous
Jan/Feb	Network #2	X	X	X	X	X	1	Virtual in-person
Jan/Feb	Part 2: Safe and Supportive Schools - Act 18 Trauma-Informed Practices: An Overview of Trauma on Youth		X	X		X	3	Asynchronous
Jan/Feb	Standards - The PA SAS Portal	X	X	X	X	X	2	Virtual in-person
Mar/Apr	Materials & Resources for Instruction	X	X	X	X	X	1	Virtual in-person
Mar/Apr	Social-Emotional Learning (SEL) & Network #3	X	X	X	X	X	3	In-person
Mar/Apr	Part 2: Code of Professional Practices and Conduct for Educators	X	X	X	X	X	1.5	Virtual in-person
<b>TOTAL</b>	<b>Year 1 Teachers - Professional Learning Plan</b>						<b>23</b>	<b>Blended</b>

Fall	Mentor Training (Districts that have Year 1 and/or Year 2 teachers participating are welcome to enroll mentors into this training; however, <i>this is an option</i> for participating schools).	X	X	X	X	X	3	In-person
Across SY	Year 2 Teachers (Fall, Winter, and Spring sessions)	X	X	X	X	X	1 ea	Virtual in-person

## *Assessment*

Assessments will be conducted at the end of each seminar to determine if the goals and objectives of the individual activities were met. In addition, at the first session, educators will be presented with the PDE Instructional I to Instructional II evaluation form. Each evaluation category will be reviewed and, for each workshop, examples of evidence that may be collected will be provided. Teachers will use the knowledge and skills gained from the training in their classrooms to demonstrate application within a school setting.

## *Evaluation & Monitoring*

Participants will evaluate the effectiveness and applicability of each workshop based upon the extent to which the intended objectives were achieved. Teacher Induction Consortium committee members (i.e., district representatives) will review these evaluation summaries annually in order to provide feedback and recommendations for program enhancements. The consortium committee will meet each year to review and make any modifications to the program based upon current research and teacher and district needs.

## *Participation & Completion*

Each beginning teacher/educational specialist is expected to attend all workshops and maintain a log of induction activities, which will provide documentation for entries on the Teacher Induction Criteria for Completion Form. On the PDE Instructional I to Instructional II evaluation form, teachers need to supply evidence for each category. Please note, the sufficiency of evidence in each category will be a district administrative decision. The Criteria for Completion Form simply indicates that evidence has been provided by the beginning teacher. Upon completion of the IU8 Consortium Teacher Induction Program, each teacher will receive a certificate of completion. Again, please note that this will not mean they have completed the teacher induction requirements mandated by their school entity. Specific teacher induction requirements are determined by each individual's school entity.

### **2022-2023 SY Cost**

Year 1 Teachers - \$150 per participant

Year 2 Teachers - \$50 per participant