

Continuum of 3-Year New Educator Support

Schools

Teachers

**Human Resource
Development**

**Curriculum &
Instruction**

- Select exceptional New Educator Support System (NESS) School Liaisons
- Identify Instructional Coach criteria for selection (best and brightest)
- Provide Instructional Coach the moment a New Educator is hired
- Develop site-based expectations for all support staff (Instructional Coaches, Grade/Department Chairs, Reading Coach, etc.)
- Provide a welcoming and positive school culture
- Provide administration involvement and support to ensure reflective feedback
- Provide time and opportunity for New Educators to observe colleagues and meet with Instructional Coaches
- NESS School Liaisons develop meaningful Learning Communities that impact teacher performance in the classroom
- Hold Instructional Coaches accountable
- Speak with New Educator weekly
- Attend all Learning Communities
- Instructional Coaches utilize the Continuous Improvement Coaching cycle when conducting classroom observations
- Conference, identify need, model, observe, monitor New Educator and Instructional Coach
- Implement site-based Induction Program
- Contact HRD (754-321-3523) if additional support and/or resources are needed
- Proactively provide needed resources, time, materials and assistance
- Professional Growth Plan (PGP) aligned to School Improvement Plan and needs of new educator

- Seek assistance from Department Chair/Team Leader/ NESS School Liaison/Instructional Coach
- Visit other classrooms
- Proactively meet with Instructional Coach and/or Teacher Coach
- Actively participate in NESS Learning Communities
- Attend and complete coursework as required for state certification
- Complete all requirements for state certification
- Seek out resources
- Prepare to pass any and all Florida Teacher Certification Exams
- Attend Professional Development (Foundation Level):
 - High Yield Instructional Strategies
 - Classroom Management (CHAMPs)
 - Classroom Curriculum Design
 - Correlates of Effective Schools
 - A Framework for Understanding Poverty
 - Eight-Step Instructional Process

- Support New Educator Support System (NESS) Induction Program
- Provide Instructional Coach, NESS School Liaison, and Administrative Professional Development
- Provide NESS Program Facilitators for schools with greatest need
- Offer Alternative Certification for Educators (ACE) Program, if applicable
- Provide Broward Guild of Teachers as mentors
- Provide Retired Educators as Teacher Coaches
- Conduct Needs Assessments and analyze data for ongoing continuous improvement
- Provide and/or facilitate professional development needs
- Offer New Teacher Academy (NTA)
- Include Effective Schools Program professional development introduction at NTA
- Offer GKT (General Knowledge Test) Review Sessions and SAE (Subject Area Exams) Review Sessions
- Promote New Teacher Orientation (NTO)
- Provide on-site professional development on the school's intranet/CAB
- Provide professional development in Virtual Counselor
- Support New Educators in complying with all State and District requirements

- Maintain ongoing communication with NESS
- Provide curriculum/content professional development
- Ensure required and necessary materials and resources are provided and utilized to maximum potential
- Collaborate with Instructional Coaches to provide onsite support for new teachers as needed
- Provide professional development on Broward Enterprise Education Portal (BEEP)
- Provide professional development on Atomic Learning
- Provide Resources in the following area for information and/or potential professional development opportunities: Core Curriculum, Content, Technology, Sunshine State Standards, FCAT, Diversity, ESOL, ESE, and Multicultural Education



SECOND YEAR 2

Schools

Teachers

Human Resource Development

Curriculum & Instruction

- Assign Instructional Coach, if needed
- Provide Administration involvement and support
- Provide needs-based, meaningful Learning Community
- Provide whole-school support
- Facilitate Team Leader/Grade Chair support
- Proactively provide needed resources, i.e., time, materials, assistance
- Implement Site-Based Induction Program
- Contact HRD if additional support and/or resources are needed
- Provide opportunities for previous professional development to any new staff member
- Provide professional development in Virtual Counselor
- Guaranteed and Viable Curriculum
- Challenging Goals and Effective Feedback
- Parent and Community Involvement
- Safe and Orderly Environment
- School Improvement Plan to guide development of Professional Growth Plan (PGP)
- Promote National Board for Professional Teaching Standards Pre-Candidacy

- Seek assistance from Department Chair/Team Leader/ NESS School Liaison/Instructional Coach
- Proactively meet with Team Leader/ Grade Chair/Support Personnel
- Actively participate in NESS Learning Communities
- Attend and complete coursework as required for state certification
- Complete all requirements for state certification
- Complete Professional Development (Foundation Level):
 - High Yield Instructional Strategies
 - Classroom Management (CHAMPs)
 - Classroom Curriculum Design
 - Correlates of Effective Schools
 - A Framework for Understanding Poverty
 - Eight-Step Instructional Process
- Seek resources
- Prepare to pass any and all Florida Teacher Certification Exams

- Facilitate 2nd year NESS Induction Program
- Approve Instructional Coach, if needed
- Provide Administrative Professional Development
- Provide/offer Broward Guild of Teachers as mentors
- Provide/offer Retired Educators as Teacher Coaches
- Provide/offer Alternative Certification for Educators (ACE) Program
- Facilitate close relationship with colleges/universities to collaborate on teacher education preparation programs
- Provide Professional Development in District Initiatives
- Conduct Needs Assessments and analyze data for ongoing program refinement and professional development offerings
- Provide and/or facilitate professional development in needed areas
- Offer Professional Development Events in tenets of Effective Schools Program: Correlate of Effective Schools, the Eight Step Instructional Process and High Yield Instructional Strategies, Teaching Vocabulary, CHAMPs, and Classroom Walkthrough

- Maintain ongoing communication with NESS
- Provide curriculum/content professional development
- Ensure required and necessary materials and resources are provided and utilized to maximum potential
- Collaborate with Instructional Coaches to provide onsite support for new teachers as needed
- Provide professional development in Broward Enterprise Education Portal (BEEP)
- Provide professional development in Atomic Learning
- Provide resources in the following areas for information and/or potential professional development opportunities: Core Curriculum Content, Technology, Sunshine State Standards, FCAT, Diversity, ESOL, ESE, and Multicultural Education

THIRD YEAR 3

Schools

Teachers

Human Resource Development

Curriculum & Instruction

- Facilitate 3rd year NESS Induction Program
- Approve Instructional Coach, if needed
- Provide Administrative Professional Development
- Provide/offer Broward Guild of Teachers as mentors
- Provide/offer Retired Educators as Teacher Coaches
- Facilitate close relationship with colleges/universities
- Provide Professional Development in District Initiatives
- Conduct Needs Assessment & analyze data for ongoing program refinement & professional development offerings
- Provide and/or facilitate professional development in needed areas
- Offer Professional Development Events in tenets of the Effective Schools Program (continued): Correlates of Effective Schools, the Eight Step Instructional Process and High Yield Instructional Strategies, Teaching Vocabulary, CHAMPs and Classroom Walkthrough
- Promote National Board for Professional Teaching Standards Pre-Candidacy
- School Improvement Plan to guide development of Professional Growth Plan (PGP)

- Seek assistance from Department Chair/Team Leader/ NESS School Liaison/Instructional Coach
- Proactively meet with Team Leader/Grade Chair/Support Personnel
- Actively participate in NESS Learning Communities
- Attend and complete coursework as required for state certification
- Complete all requirements for state certification
- Seek resources
- Prepare to pass any and all Florida Teacher Examination Exams
- Attend Professional Development (Application Level):
 - High Yield Instructional Strategies
 - Classroom Management (CHAMPs)
 - Classroom Curriculum Design
 - Correlates of Effective Schools
 - A Framework for Understanding Poverty
 - Eight-Step Instructional Process

- Approve Instructional Coach, if needed
- Provide Administration involvement and support
- Provide meaningful Learning Communities
- Provide whole-school support
- Facilitate Team Leader/ Grade Chair Support
- Proactively provide needed resources, i.e., time, materials, assistance
- Implement Site-Based Induction Program
- Guaranteed and Viable Curriculum
- Challenging Goals and Effective Feedback
- Parent and Community Involvement
- Safe and Orderly Environment
- Introduce National Board for Professional Standards (eligibility after Year 3)

- Maintain ongoing communication with NESS
- Provide curriculum/content professional development
- Ensure required and necessary materials and resources are provided and utilized to maximum potential
- Collaborate with Instructional Coaches to provide onsite support for new teachers as needed
- Provide professional development in Broward Enterprise Education Portal (BEEP)
- Provide Resources in the following areas for information and/or potential professional development opportunities: Core Curriculum Content, Technology, Sunshine State Standards, FCAT, Diversity, ESOL, ESE, and Multicultural Education