

ISD #15 Teacher Academy

Program Overview

Academy Governing Board

(Joint union-management, sets policies and procedures, also acts as district staff development committee)

Teacher Academy

(Supervised by the Superintendent of Schools)

Academy Coordinators

(Teachers on half-time special assignment with extended contract)
Coordinate all activities

New Teacher Induction

(includes both teachers new to the profession and teachers new to the district)

Orientation
4 days prior to year 1

Oneday with mentor, most time spent at site

Two days spent on technology, going over district policies, contract, etc

One day = 1st six hours of ER&D Foundations 1 class

One-on-one mentorship for up to 3 years

Mentors assigned from same site, similar teaching assignment

Eligible teachers:
1. New teachers
2. Teachers reassigned in the district

1 Academy class each year for first 3 years

Year 1:
Foundations 1 (Organizing the Classroom)

Year 2:
Foundations 2 (Building Academic Success)

Year 3:
Class chosen with teacher's PRT

Academy Classes & Study Groups

Each teacher has 32 hours of professional development time to be used to support his/her individual growth goal

Foundations 1
Prerequisite for all other classes

Mentorship
Training provided each summer (30 hours)

Qualification
Must have successfully achieved Teacher 3 status

ER&D classes
(Our trainers trained thru AFT)

Standards:
1. Research-based
2. Ongoing
3. Train-the-trainer

Trainers selected from applicants

Other classes meeting ER&D standard

Standards:
1. Must be based on level 3 research
2. Train-the-trainer

Site Staff Development

All teachers on teams of about 10 with team-selected peer leader

Peer leader serves as member of each team member's PRT

Selected leaders constitute site committee

Site committee develops annual goals & plan, sets limits on individual prof. dev. time

Site chair elected, becomes site representative on Academy Board

Annual Leadership Conference

Includes all career ladder teachers & school administrators

Held prior to the beginning of school in early August.