



**B.E.S.T.**

Teacher  
Induction  
Program

**B**eginning

**E**ducator

**S**upport

**T**eam



200 New Hires  
each year

Systematic support for all  
teachers

# B.E.S.T. Mission

Meaningful partnerships  
with beginning teachers,  
resulting in collaborative  
classrooms where all  
students achieve

# Beginning Educator Support Team

Rebecca Billiot

Kara Hoffmann

Mary Carter

Cindy Johnson

Rachel Crane

Jamie Salem

Lydia Creel

Courtney Schumacher

Shari Gouin

Teri Shewmaker

JoAnn Henning

Sherry Walsh

Jenie Shepard



# Two Types of First Year Teachers

Formal educator preparation program

TIP Plus-Alternatively certified teacher/passed an state certification test/ no formal education training

**BEST Teacher Induction Program**

**YEAR 1**

**Expectations**

- New Teacher Induction (2 days)
- On-site Orientation Meeting to establish roles for coach, new teacher, team leader/department head, and peer teacher\*  
\*if required
- Observations of Master Teacher within First 45 days of each semester
- Two Coaching Cycles, one w/video recording each semester
- Face-to-Face Coaching Conversations: one to four monthly
- Implement the Instructional Framework and Principles for Making Student Thinking Visible
- Complete Online Learning Modules
- End-of-Year *BEST* Survey (link to survey will be sent by email)
- Optional quarterly trainings on planning days

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Signature

**BEST Teacher Induction Program**

**YEAR 2**

**Expectations**

- Collaborative Classroom Training
- Formative Assessment Training
- Observation of Master Teacher within First 45 days of school
- One Coaching Cycle w/video recording each semester
- One Face-to-Face Coaching Conversations per month
- Implement the Instructional Framework and Principles for Making Student Thinking Visible
- End-of-Year *BEST* Survey (link to survey will be sent by email)
- Optional quarterly trainings on planning days

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Signature

**BEST Teacher Induction Program**

**YEAR 3**

**Expectations**

- Differentiated Instruction Training
- Differentiated Instruction Follow Up Sessions:
  - Implementation
  - Reflection
- Observation of Master Teacher within First 45 days of school
- One Coaching Cycle w/video recording each semester
- One Face-to-Face Coaching Conversation each quarter
- Implement the Instructional Framework and Principles for Making Student Thinking Visible
- End-of-Year *BEST* Survey (link to survey will be sent by email)
- Optional quarterly trainings on planning days

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Signature

# Year 1

New Teacher  
Training  
'Boot Camp'

Observations of  
Master  
Teachers

Online Learning  
Modules

Coaching  
Cycles

# Year 2

Collaborative  
Classroom &  
Formative  
Assessment  
Training

Observations of  
Master  
Teachers

Coaching  
Cycles



# Year 3

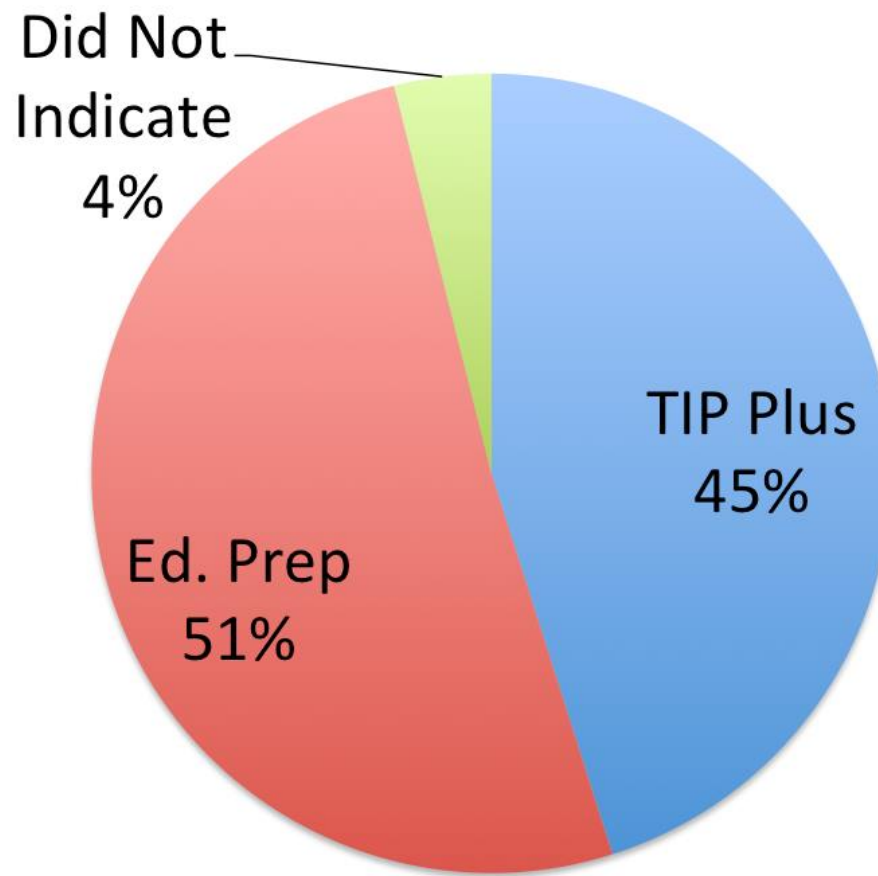
Differentiated  
Instruction  
Training

Observations of  
Master  
Teachers

Coaching  
Cycles

# Mid-Year Survey

51 out of 75 Teachers Responded



# New Teacher Boot Camp

Classroom  
Management

- Procedures
- CHAMPs

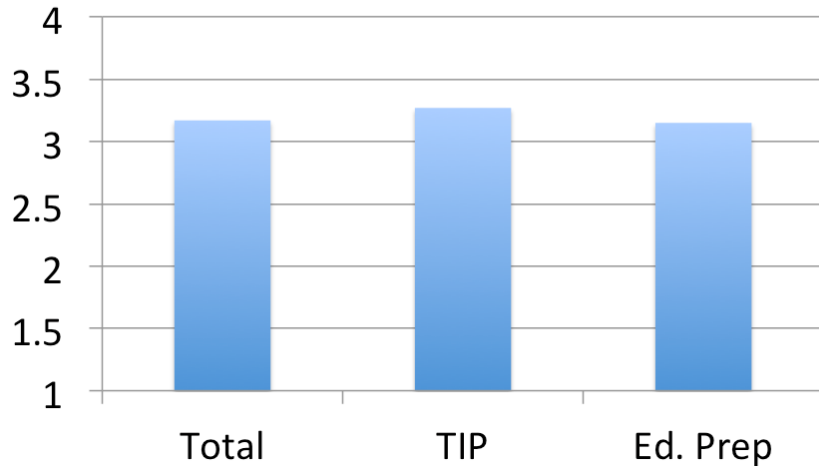
Strategies for  
Making Student  
Thinking Visible

Instructional  
Framework

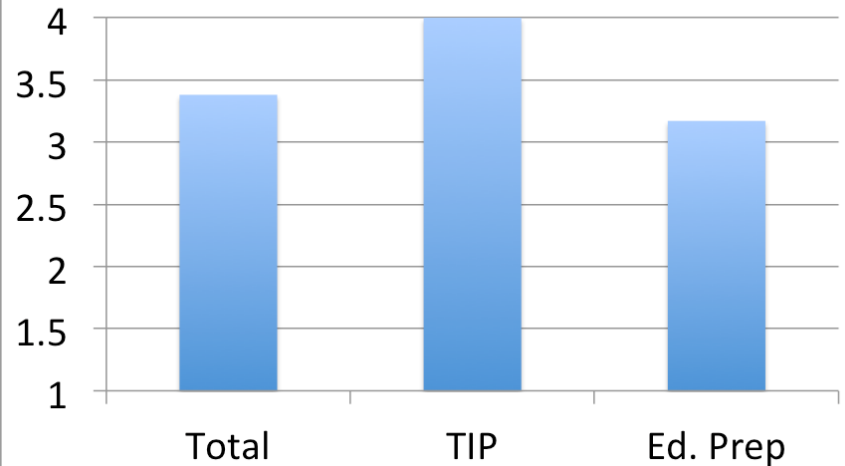
# New Teacher Boot Camp

The two-day New Teacher Boot Camp provided me with useful tools that I can use in my classroom.

August Boot Camp



September Boot Camp



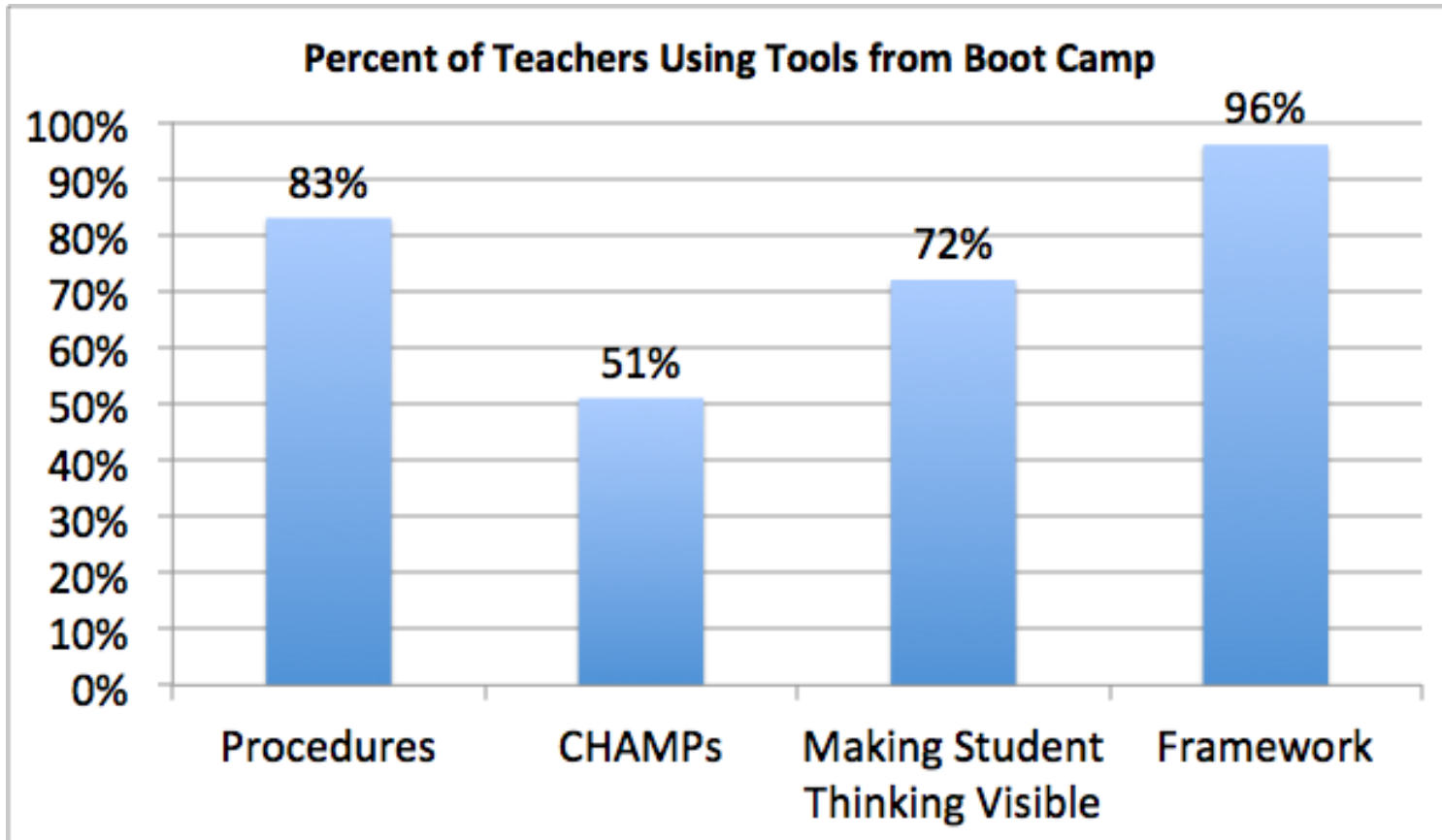
1  
Strongly  
Disagree

2  
Disagree

3  
Agree

4  
Strongly  
Agree

# New Teacher Boot Camp



Classroom  
Management

Strategies for  
Making Student  
Thinking Visible

Instructional  
Framework

# New Teacher Boot Camp

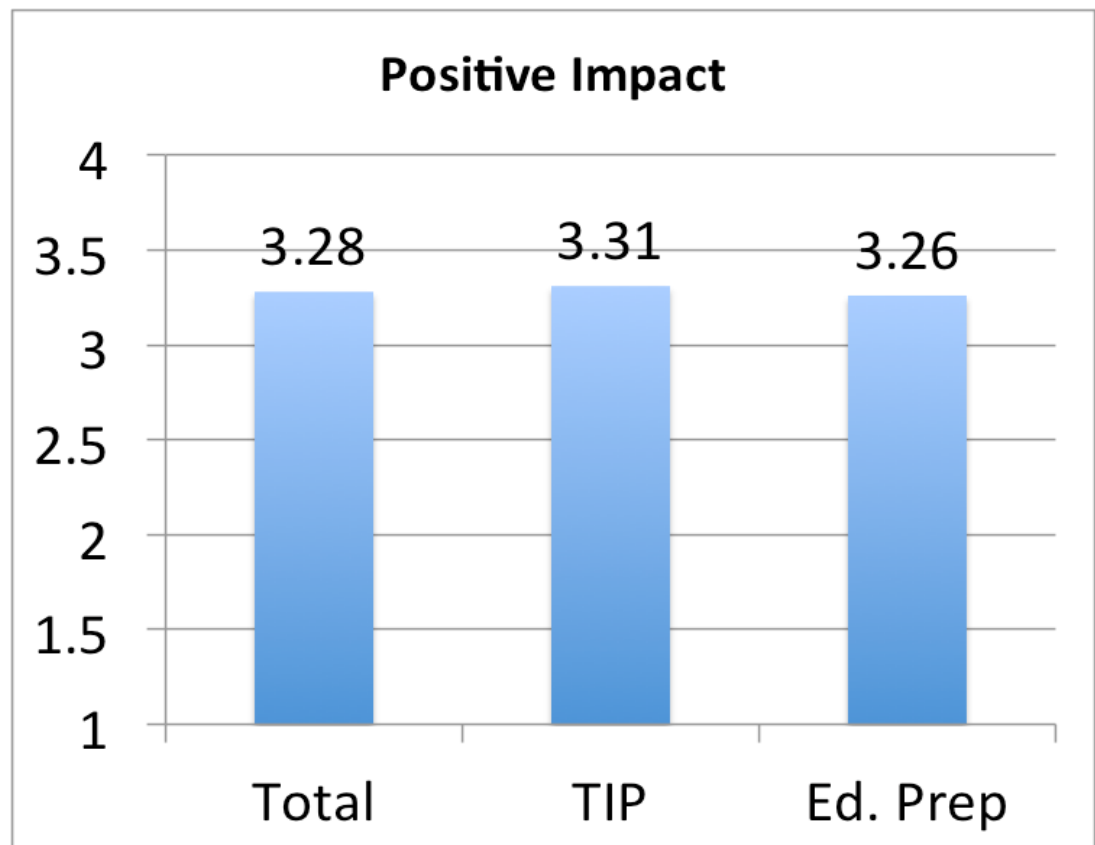
“Boot Camp was quite beneficial. The handbook is helpful as well.”

# Observation of Master Teachers

Classroom  
visit

Debrief,  
reflection, and  
planning with  
coach

The Master Teacher Observations  
made a positive impact on my  
classroom teaching.

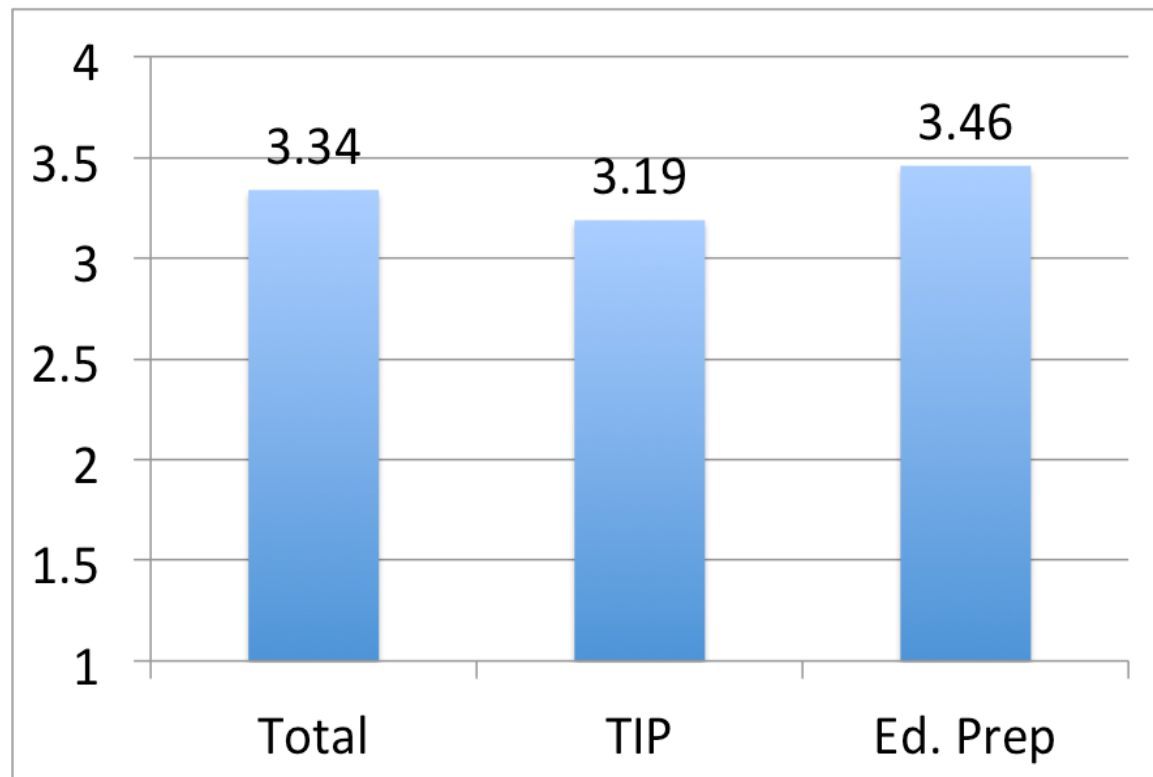


# Observation of Master Teacher

Classroom  
visit

Debrief,  
reflection, &  
planning with  
coach

The time spent reflecting and planning with my coach on the day of the Master Teacher Observations was valuable.

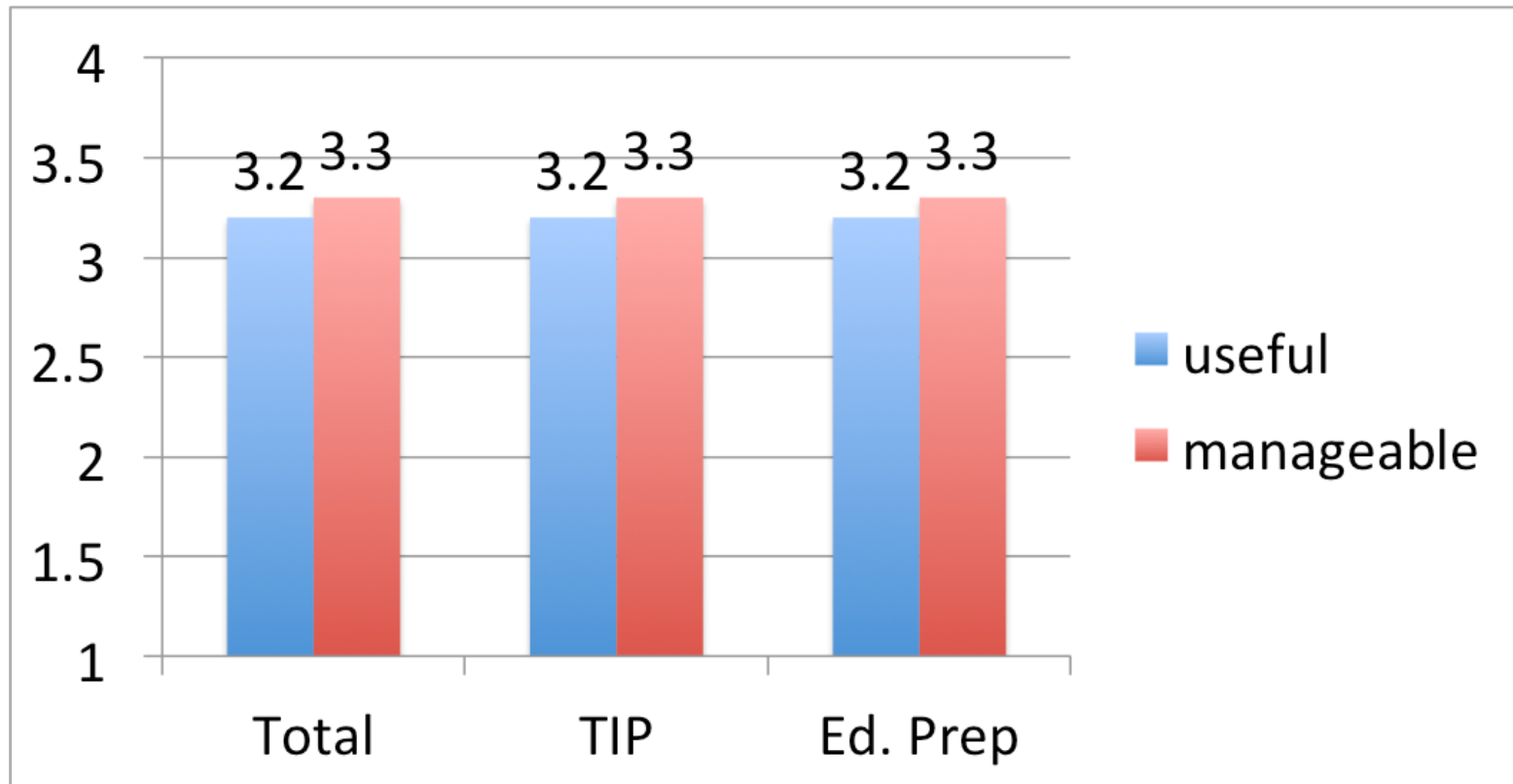




# Observation of Master Teacher

“It was very inspiring! I appreciated seeing an enthusiastic, committed teacher at work. It was also helpful to see the framework being used in such a thoughtful way.”

# Online Learning Modules



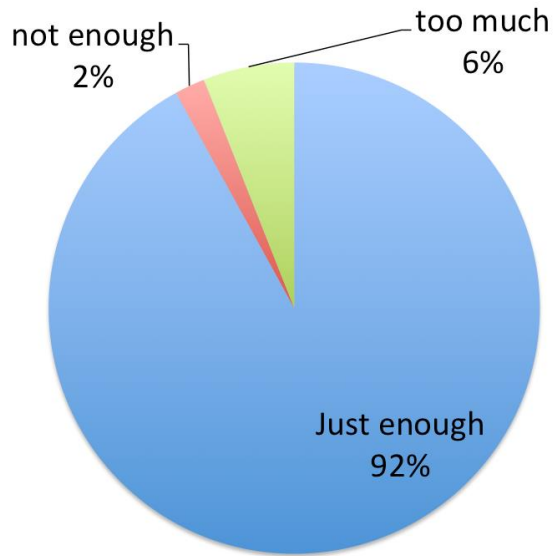
# Online Learning Modules

“Helped me with a lot of technical things I needed to know.”

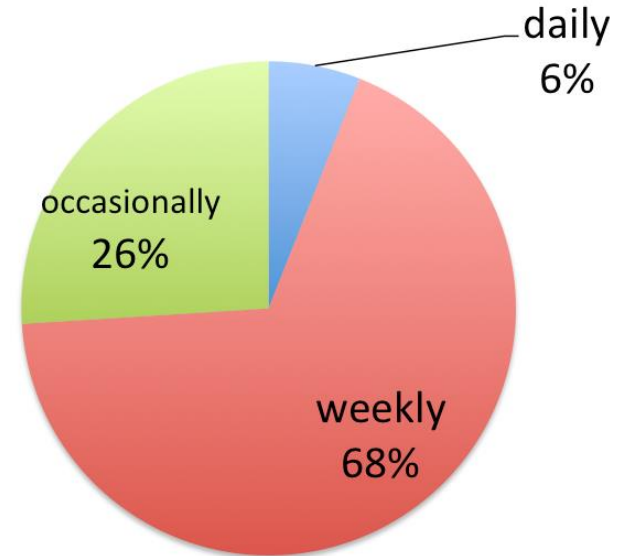


# Coach Communication

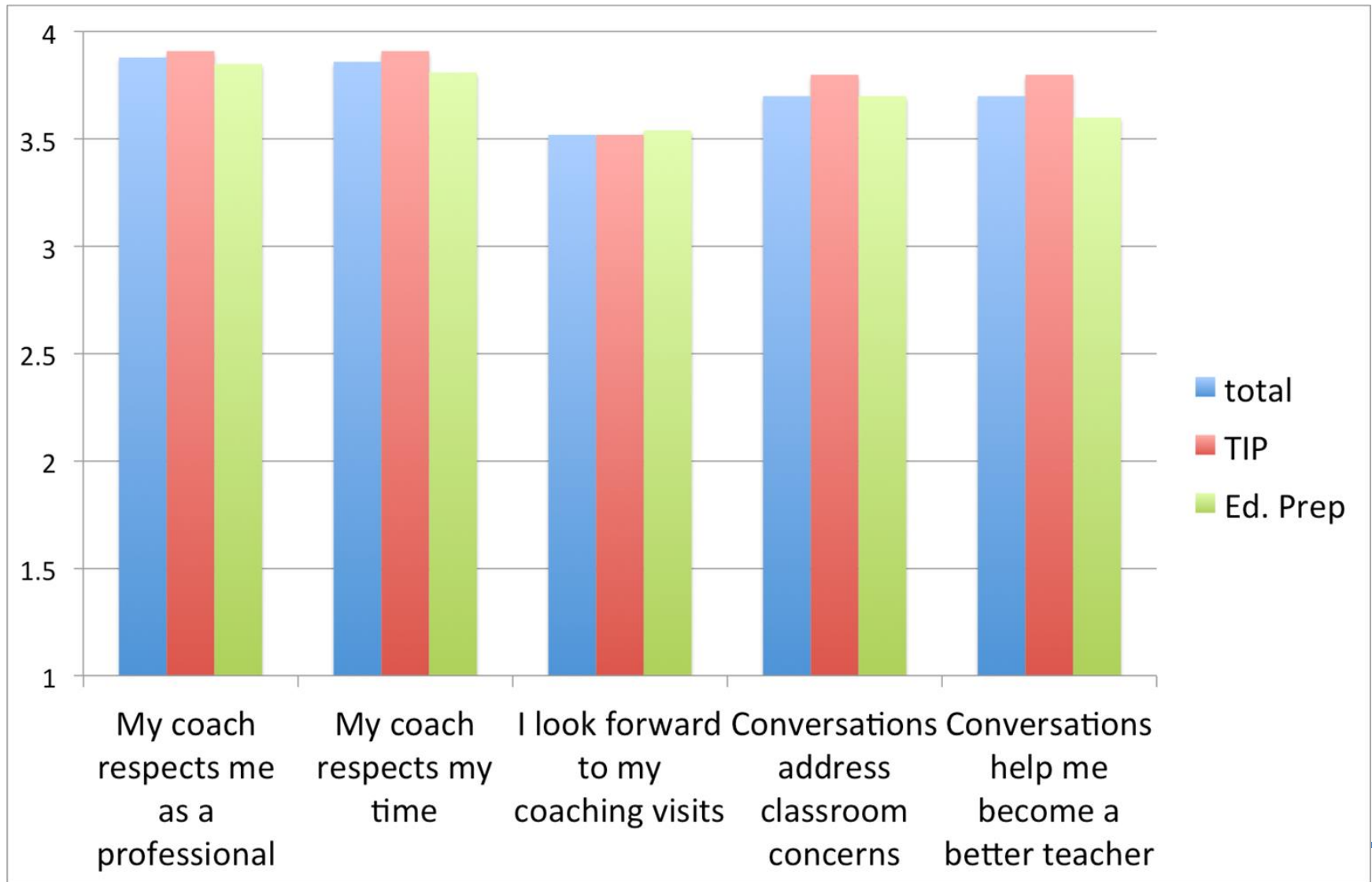
How often do you meet with your BEST Coach?



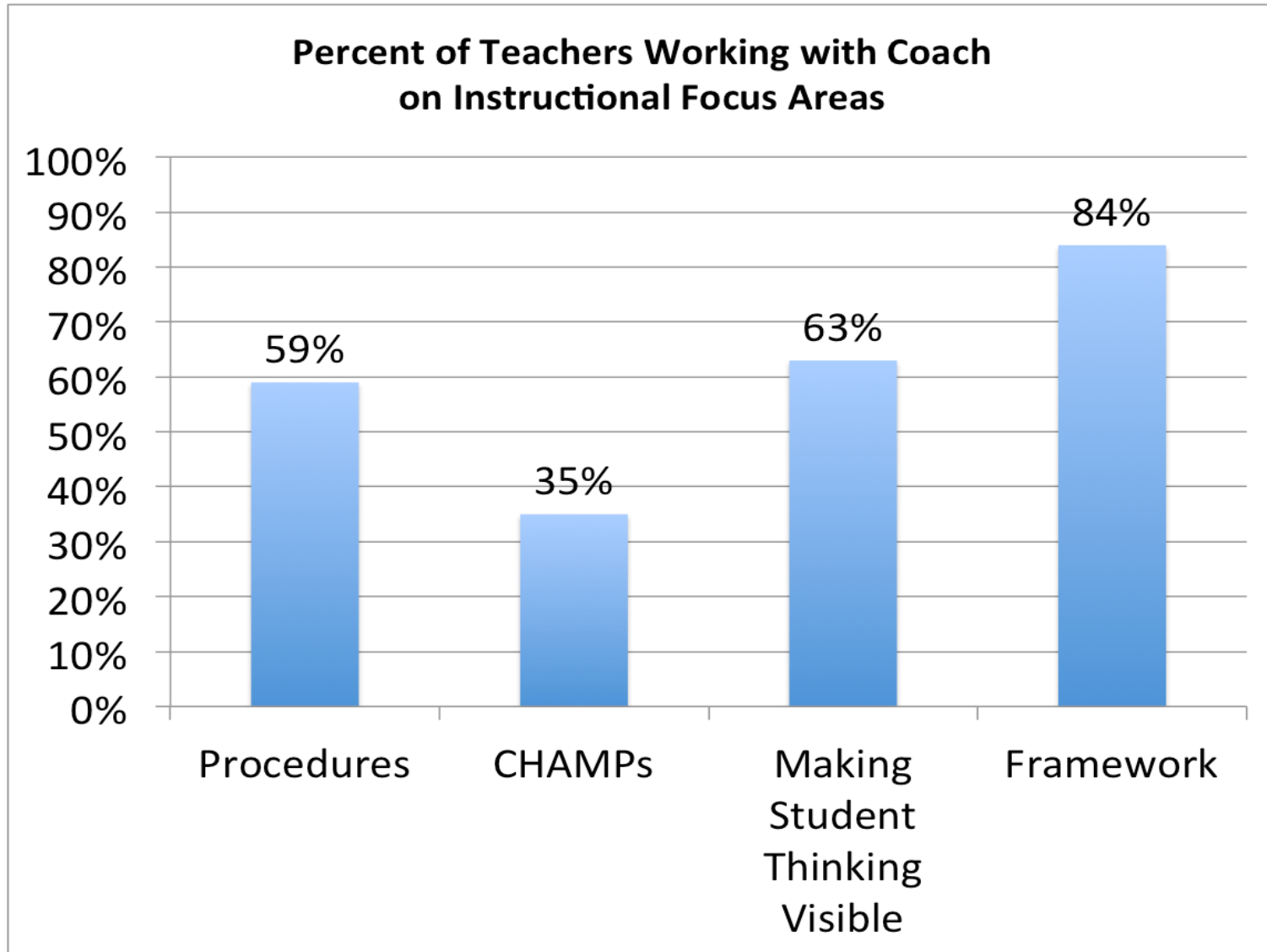
How often do you communicate with your BEST coach?



# Coach Perceptions



# Instructional Coaching Support



# Coach Support

My Coach is an incredible support! I look forward to her visits because she is supportive, knowledgeable, and professional. I cannot imagine what my first year would have been like if she were not there.

# Strengths of B.E.S.T. Support

**All average scores were between Agree and Strongly Agree**

**The B.E.S.T. coaches have helped teachers improve their teaching**



# Opportunity for Growth

Consider differentiated opportunities for professional learning at the two-day New Teacher Training 'Boot Camp'

# B.E.S.T. Mission

Meaningful partnerships  
with beginning teachers,  
resulting in collaborative  
classrooms where all  
students achieve

Videos of Kids Talking about their teachers

