

TCSD New Hire Program Overview 2025-2026

Program Overview

The New Hire Program provides professional development, coaching, and resource support for new teachers in Teton County School District. The program's purpose is to provide ongoing job embedded professional learning that supports new teachers to develop skills and build instructional capacity. This includes PLC support, instructional coaching support, administrative support, and is differentiated and individualized across schools and grade levels.

TCSD Instructional Priorities: [Domain 3 of Framework for Teaching: Learning Experiences](#)

- 3A: Clarity of learning goals: Content and language objectives
- 3B: Structured classroom discussions
- 3B: Questioning to promote critical thinking
- 3C: Cooperative learning structures
- 3C: Explicit vocabulary instruction

Year 1: [Domains 2 and 4 of Framework for Teaching: Learning Environment](#)

- **New Hire Program**
 - [Domain 2: Learning environments](#)
 - 2a: Cultivating Respectful and Affirming Environments
 - 2b: Fostering a Culture for Learning
 - 2c: Maintaining Purposeful Environments (PLC)
 - 2d: Supporting Positive Student Behavior (16 PCMS, PBIS)
 - 2e: Organizing Spaces for Learning
 - **Domain 4: Principled Teaching**
 - 4a - Engaging in Reflective Practice (PLC)
 - 4b - Documenting Student Progress
 - 4c - Engaging Families
 - 4d - Contributing to School Community and Culture (PLC)
 - 4e - Growing and Developing Professionally (PD)

● **Year 2:** [Domains 1 and 4 of Framework for Teaching: Planning and Preparation](#)

- **New Hire Program:**
 - **Domain 1: Planning and Preparation**
 - 1b: Knowing and Valuing Students
 - 1d: Using Resources Effectively (Focus: tech)
 - **Domain 4: Principled Teaching**

Resources:

1. [Framework for Teaching by Danielson](#)
2. [Domain 2 and 16 Proactive Management Strategies](#)

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- 4a: Engaging in Reflective Practice
- 4c: Engaging Families and *Communities*
- 4e: Growing and Developing Professionally
- **PLC Supported:**
 - **Domain 1: Planning and Preparation**
 - 1a: Applying Knowledge of Content and Pedagogy
 - 1c: Setting Instructional Outcomes
 - 1e: Planning Coherent Instruction
 - 1f: Designing and Analyzing Assessment
 - **Domain 4: Principled Teaching**
 - 4b: Documenting Student Progress
 - 4d: Contributing to School Community and Culture (PLC)
- **Year 3: Domains 3 and 4 of Framework for Teaching: Planning and Preparation**
 - **PLC Supported**

Professional learning:

- Attend two professional learning sessions each month at the site level
- Receive feedback and support from the instructional coach, PLC, and building principal
- Engage in targeted coaching cycles with Instructional Coaches and Peer Collaborative Teachers based on needs identified by the new teacher and building principal
- **Studio Examples:**
 - Agenda [Link](#)
 - [Padlet](#) with reflections
 - [Slide Deck](#) with photos and videos (ahas!)
 - [Google Form](#): Entry and Exit Tickets

PTSB Credit

- New teachers will receive 2.5 PTSB credits for participating in the New Teacher Program

Canvas Course

The New Teacher Program Canvas Course will organize all the course content, resources, and exit tickets. Please contact Michelle Rooks for support.


Student Support Team PD for Counselors:

 [SST PD+CE Plan](#)

New Hire Program Delivery Model

1:1 Mentor:	PLC (4 Questions):	Building Coach/Admin:	New Hire Program Facilitators:
<p>Goals via weekly check in:</p> <ul style="list-style-type: none"> • Guidance for understanding site-based norms and culture • Logistics related to site • Social-Emotional/Human support: introductions, connections, networking • Technology training 	<p>Goals via weekly PLC:</p> <ul style="list-style-type: none"> • What do we want students to know? How will we help them learn it? <ul style="list-style-type: none"> ◦ Content and course based support for curriculum and instruction ◦ Primary curriculum and instructional resources (GVC) • How will we know if they learned it? <ul style="list-style-type: none"> ◦ Assessment system • What will we respond to their learning? <ul style="list-style-type: none"> ◦ Intervention ◦ Enrichment <p>Ex: <i>Family Communication about student learning and achievement: Parent-teacher conferences, grading practices, report cards</i> Effective parent-teacher conferences and family engagement practices</p> <ul style="list-style-type: none"> • Effective Grading - Intro: <ul style="list-style-type: none"> ◦ K-5 standards referenced reporting, 6-12 EBG ◦ PowerTeacherPro ◦ Gradebook, Canvas ◦ Preparing for PTCs • Conference Follow Up Communication 	<p>Goals via monthly check in: Respond to specific and individualized needs?</p>	<p>Goals via bimonthly meetings (see schedule below):</p> <ul style="list-style-type: none"> • Professional Learning • Evaluation System • Districtwide Systems and resources

K-12 New Hire Program Learning: TCSD1 PD Canvas Course → [LINK](#)

Date	Focus Area	Resources
August 8/18-8/19	<p>New Teacher Induction Program Training day 1: Danielson Framework for Teaching Domain 2 and Instructional Strategies</p> <p>Supporting positive classroom behavior and classroom management strategies</p> <p>New Teacher Program Agenda</p> <p>TCSD1 PD Canvas Course → LINK</p>	<p>Facilitator: Michelle Roundy</p> <p>Location: JHHS Cafeteria and JHHS classroom</p> <p>Time: 8:15 -3:45</p>
September	<p>Meeting #1 ~ 2e: Organizing Spaces for Learning</p> <ul style="list-style-type: none"> ● Inclusion ~ Questions & Support → Google Form <ul style="list-style-type: none"> ○ 3 Successes ○ 2 New Thinking ○ 1 Conversation Topic for Mentors ● Districtwide: <i>Communication systems and structures</i> <ul style="list-style-type: none"> ○ <i>Review & Tour</i> <ul style="list-style-type: none"> ■ <i>Collaborative structures PLCs, school teams</i> ■ <i>Scheduling and Calendar</i> ■ <i>District Assessment System</i> ■ <i>School-wide events</i> ● <i>Article - 8 questions teachers ask: LINK</i> <p>Meeting #2 ~ 2e Organizing Spaces for Learning</p> <ul style="list-style-type: none"> ● Evaluation System: <ul style="list-style-type: none"> ○ Third Points: <ul style="list-style-type: none"> ■ 2e: Organizing Spaces for Learning (Teacher Leaders, Tour of school) ■ Classroom Design (Edutopia) ■ 11 Smart Desk Layouts (Edutopia) ■ Padlet → Virtual Tool <ul style="list-style-type: none"> ● Use the rubric with the pictures ○ Discussion Questions: 	<p>Lead: Building Admin and Instructional Coach</p> <p> New Teacher Program</p> <p>Canvas Page for September</p> <p>Notes for next year: focus the first meeting more on tech support, getting systems set up, collaborative structures of support- co-teaching, dual partnerships, PLCs.</p>

	<ul style="list-style-type: none"> ■ <i>How do teachers and students modify the learning space as needed to make sure it is safe and accessible?</i> ■ <i>What evidence indicates that the learning space has been designed specifically to suit and support the content and the students?</i> ■ <i>In what ways is student input applied to create a sense of shared ownership over the learning space?</i> <ul style="list-style-type: none"> ○ Padlet/Discussion: <ul style="list-style-type: none"> ■ Confirmed - You are already doing it! ■ Change - What quick changes can you make? ■ Challenge - What challenges your thinking? ■ <i>Tribulations of Traveling Teachers</i> <p>Meeting #2 ~ Individualized & use the new PD Platform</p> <ul style="list-style-type: none"> ● Topic: Developing Purposeful Classroom Rules and Norms <ul style="list-style-type: none"> ○ How to create clear, student-driven classroom rules that align with shared values ○ Establishing classroom norms that reflect cultural responsiveness ○ Collaborating with students to set and maintain expectations for behavior ● Connections and Mindset: ● Canvas: Online Discussion & Reflection on the month's learning ● <i>Ongoing Reflection: 2d: supporting positive student behavior</i> ● Mentor/Mentee Form Completion 	
October	<p>Family Communication ~ PT Conferences:</p> <p>Meeting #1 ~ Family Communication about student learning and achievement: Parent-teacher conferences, grading practices, report cards</p> <ul style="list-style-type: none"> ● Effective parent-teacher conferences and family engagement practices <ul style="list-style-type: none"> ○ Language Access & 6 Tips for Working with an Interpreter ○ Set-up Instructions for TalkingPoints (real-time two-way communication with families whose preferred language is not English) ○ Parent Teacher Conferences and Family Engagement Practices 	Lead: Instructional Coach

	<ul style="list-style-type: none"> • Effective Grading - Intro: <ul style="list-style-type: none"> ○ K-5 standards referenced reporting, 6-12 EBG ○ PowerTeacherPro ○ Gradebook, Canvas ○ Preparing for PTCs • Plan <ul style="list-style-type: none"> ○ Pre-Conference ○ Conferences ○ Post Conference 	
November	<p>Meeting #2:</p> <ul style="list-style-type: none"> • Self-Assessment: <ul style="list-style-type: none"> ○ 2e Organizing Spaces for Learning ○ 2a: Cultivating Respectful and Affirming Environments ○ 2d: Supporting Positive Student Behavior (16 PCMS, PBIS) <ul style="list-style-type: none"> ■ Responding to Challenging Behavior with Positive Approaches <ul style="list-style-type: none"> • Transitioning from a punitive to a restorative approach in addressing challenging behavior • Techniques for de-escalating situations and supporting students' emotional needs • Building students' resilience and problem-solving skills through supportive interactions • Topic: Fostering Student Autonomy and Self-Management <ul style="list-style-type: none"> ○ <i>Encouraging students to take responsibility for their own behavior and choices</i> ○ <i>Strategies for teaching self-monitoring and reflection</i> ○ <i>Providing opportunities for students to practice conflict resolution and ethical decision-making</i> • Canvas: Online Discussion & Reflection on the month's learning • Ongoing Reflection: 2d: supporting positive student behavior 	<p>K-5 SRR Link to slide deck 6-8 EBG</p>

December	<p>Coaching and Walk-Through Observations</p> <p>Culminate the learning of September - November</p> <p>Meeting #1:</p> <p>Meeting #2:</p> <ul style="list-style-type: none"> • Topic: Resilience: Mindfulness and Emotional Regulation for Teachers and Students <ul style="list-style-type: none"> ◦ Practicing mindfulness techniques to reduce teacher stress and model emotional regulation ◦ Teaching students mindfulness strategies to help them manage emotions and focus on learning ◦ Implementing mindfulness as part of classroom routines to promote a calm and focused environment • Canvas: Online Discussion & Reflection on the month's learning • Ongoing Reflection: <i>2d: supporting positive student behavior</i> 	<p>Onward workbook for resilience</p> <p>Show them the new teacher graph around what's coming....</p> <p>Meeting: Check in (SEL) focus (1:1)</p> <p>Meeting: learning (together)</p>
January	<p>Meeting #1: 2c: Maintaining Purposeful Environments (PLC)</p> <p>2a Cultivating Respectful and Affirming Environments</p> <ul style="list-style-type: none"> • Culturally Responsive Pedagogy <ul style="list-style-type: none"> ◦ Culturally Responsive Classroom Management ◦ Understanding and addressing cultural differences in student behavior and needs ◦ Techniques for creating an inclusive classroom that celebrates diversity ◦ Fostering an environment where all students feel a sense of belonging <p>Meeting #2 Fostering Student Autonomy and Self-Management</p> <ul style="list-style-type: none"> ◦ Encouraging students to take responsibility for their own behavior and choices ◦ Strategies for teaching self-monitoring and reflection ◦ Providing opportunities for students to practice conflict resolution and ethical decision-making <ul style="list-style-type: none"> • Canvas: Online Discussion & Reflection on the month's learning • Ongoing Reflection: <i>2d: supporting positive student behavior</i> 	<p>Culturally Responsive Classroom Management</p>

February	<p>Meeting #1: 2b: Fostering a Culture for Learning → (C: 3c (engagement) & 3e (response)) 2b Fostering a Culture for Learning</p> <ul style="list-style-type: none"> ● <i>Building Classroom Leadership and Student Voice</i> <ul style="list-style-type: none"> ○ <i>Encouraging students to take leadership roles in the classroom environment</i> ○ <i>Providing opportunities for students to help shape classroom rules and routines</i> ○ <i>Promoting student-led activities that encourage self-regulation and responsibility</i> <p>Meeting #2:</p> <ul style="list-style-type: none"> ● <i>Canvas PD: Online Discussion & Reflection on the month's learning</i> ● <i>Ongoing Reflection: 2d: supporting positive student behavior</i> ● 2a: Cultivating Respectful and Affirming Environments ● 2e Organizing Spaces for Learning ● 2d: Supporting Positive Student Behavior (16 PCMS, PBIS) <ul style="list-style-type: none"> ○ Responding to Challenging Behavior with Positive Approaches <ul style="list-style-type: none"> ■ Transitioning from a punitive to a restorative approach in addressing challenging behavior ■ Techniques for de-escalating situations and supporting students' emotional needs ■ Building students' resilience and problem-solving skills through supportive interactions 	Effective Questioning and Discourse
March	<p>Meeting #1: 2c Maintaining Purposeful Environments</p> <ul style="list-style-type: none"> ● Differentiation strategies: extensions and enrichment <p>Meeting #2:</p> <ul style="list-style-type: none"> ● Topic: Effective Communication with Students and Families <ul style="list-style-type: none"> ○ <i>Engaging in proactive communication with students and families to support classroom behavior</i> ○ <i>Partnering with parents to reinforce positive behaviors both at home and school</i> ○ <i>Approaches for conducting conferences focused on behavior and goal-setting</i> 	Differentiation and UDL

	<ul style="list-style-type: none"> Canvas PD: Online Discussion & Reflection on the month's learning Ongoing Reflection: <i>2d: supporting positive student behavior</i> 	
April	<p>Meeting #1: WyTopp</p> <p>Meeting #2: WyTopp</p> <ul style="list-style-type: none"> Canvas PD: Online Discussion & Reflection on the month's learning Ongoing Reflection: <i>2d: supporting positive student behavior</i> 	
May	<p>Meeting #1: WyTopp Reflection, Results, and planning</p> <p>Meeting #2: End of Year - Reflections and planning for next year</p> <ul style="list-style-type: none"> Canvas PD: Online Discussion & Reflection on the month's learning Ongoing Reflection: <i>2d: supporting positive student behavior</i> 	
June	Meeting #1: WyTopp Reflection, Results, and Planning	
	<p>Resources:</p> <ul style="list-style-type: none"> Collaborative Learning Structures SIOP lesson plan checklist-2.pdf Improving Outcomes for English Learners Research Brief.pdf 	<p>Resources:</p> <ul style="list-style-type: none"> TNTP_Unlocking-Learning-Acc... AVID- Language Rich Environ... AVID- Academic Word Lists.pdf AVID - Academic Language Sc... AVID- Coaching Language and...

K-12 SPED NTP Sessions

Date	Focus Area	Facilitator
September	<p>Foundations:</p> <p>Introductions, future session topics and planning Understanding IEP roles/responsibilities Setting up your caseload, organizing student files Intro to compliance (IEPs, timelines, confidentiality)</p>	Morgane Boag

	Building relationships with general ed staff Managing paraprofessionals effectively	
October	IEP Writing Basics & Collaboration IEP process walkthrough (present levels, goals, accommodations) Scheduling & facilitating IEP meetings Collaborating with gen ed teachers for modifications/accommodations Tracking service minutes & progress monitoring Time management and prioritizing	Morgane Boag
November	Behavior & Classroom Management Role of School psychologist... Functional Behavior Assessments (FBA) overview Behavior Intervention Plans (BIP): Basics and implementation De-escalation strategies & student safety Data collection for behavior	Morgane Boag
December	Progress Monitoring & Data Setting up and managing data systems Writing and reporting progress on IEP goals Using data to adjust instruction/interventions Prepping for parent-teacher conferences	Morgane Boag
January	Check in and Self Care Managing workload and avoiding burnout Stress management and self-care strategies Celebrating wins so far	Morgane Boag
February	Inclusive Practices & Co-Teaching Co-teaching models and strategies Supporting students in inclusive classrooms Adapting curriculum and instruction Differentiation strategies Revisiting accommodations vs. modifications	Morgane Boag

March	Preparing for State Testing Understanding accommodations for state testing: Wy-Topp/Wy-Alt Test prep and student readiness Organizing testing materials and documentation Communicating with gen ed and testing coordinators	Morgane Boag
April	Classroom observations/one-on-one mentoring sessions	Morgane Boag
May	Reflection & Planning Ahead ESY (Extended School Year) decisions and documentation Exit paperwork and transition between grades/schools Mentor check-in and feedback Celebration or recognition	Morgane Boag