

**New Teacher Support & Professional Learning
Principal Guide**
Living Document - Will Continue to Update Over Time

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Goals

New Teacher Goals	<p>New Teachers will...</p> <ul style="list-style-type: none"> • Have the knowledge, skills, and resources to create strong classroom culture and plan for effective lessons using district guidance and curriculum • Improve their capacity to accurately reflect upon and grow their teaching practice in identified focus areas • Know what they need to do next on their credential path and make clear progress each semester • Feel welcomed and connected as a member of their school site and broader OUSD community • Strengthen stress resilience and time management practices
Coach Goals	<p>Coaches will...</p> <ul style="list-style-type: none"> • Enhance new teacher capacity to reflect upon and grow their teaching practice in identified focus areas • Support new teachers in feeling welcomed and connected as members of their school site and broader OUSD community • Engage in their own professional learning to deepen their knowledge and skills and maximize their impact as coaches
School Leader Goals	<p>School Leaders will...</p> <ul style="list-style-type: none"> • Work with NTSD to ensure emergency permit, intern credential, and preliminary credentialed teachers are paired with the most qualified coach, with a focus on recruiting more Black and Brown coaches into the role • Encourage and support coach engagement in professional learning as critical to the role • Have a plan for new teacher engagement in OUSD's New Teacher PD Offerings • Proactively support positive and productive classroom culture in new teacher classrooms from day one • Know how to access resources and support to monitor new teacher progress on their credential path • Have a plan to support new teacher wellness and community building on site

Principal Toolkit & Guide

Overall New Teacher Support Planning

Resources:

- [Who are OUSD's new teachers and what do we know about them \(slides 5-6\)?](#)
- [Article: How can site leaders support new teachers?](#)
- [School Leader Planning Template: Establishing Strong Classroom Culture from Day One](#)
- Site-Led New Teacher Support Toolkit

School Leader Actions:

- Develop a new teacher support & professional learning plan for your site (aligned to resources and actions in the sections below)
- Identify who on site will "own" new teacher support and who will support with implementation
- Email all new teachers to establish clear expectations for their professional learning

New Teacher Coaching & Credentialing

Resources:

- [Credentialing & Coaching - Who needs what?](#)
- School site new teacher/coach matching sheets (provided by NTSD)
- [NTSD New Teacher Coaching Dashboard](#)
- [New teacher coach request form](#)
- [Coach Role & Application](#)
- [Coach Professional Learning](#)

School Leader Actions:

- Identify and recruit all potential coaches
- Meet with NTSD to ensure emergency permit, intern credential, and preliminary credentialed teachers are paired with the most qualified coach
- Encourage coaches to engage in their own professional learning
- Know your new teachers' growth goals
- Know your coaches' growth goals
- Meet with coaches periodically to check in on new teacher progress and support next steps
- Meet with NTSD if you're interested in establishing your own new teacher coaching PLC on site

New Teacher Professional Learning

Resources:

- [New Teacher Institute](#)
- [New Teacher PD Offerings](#)
- [Classroom Culture Starter Kit](#)
- [Classroom Culture Walkthrough Tool](#)

School Leader Actions:

- Encourage new teachers to engage in summer PD (June and New Teacher Institute)
- Assign new teachers to the PD offerings you think they will benefit from and communicate the expectation for their attendance

New Teacher Support Groups on Site

For sites with high #s of new teachers

Resources:

- Site-Led New Teacher Support and Group Toolkit (*coming soon!*)

School Leader Actions:

- Develop or strengthen a new teacher support group on site with a focus on one or more of the following: extended onboarding, credentialing, wellness, and community building