



Significant Changes to Program¹

Mentors: Prior to COVID, the majority of our mentors were full-time release coaches. They were able to observe and release their Induction teachers anytime. In August 2020, due to budgetary reasons not related to COVID, the number of coaches in our district decreased significantly, and we began to rely on our classroom teachers to provide support. This year, the majority of our mentors are classroom teachers and very few (4) are full time release coaches.

Substitutes: Due to COVID and the lack of subs, we were not able to release our Induction teachers to observe. In the year 22-23, we tried to use site roving subs to relieve teachers, but it was unpredictable when they would be called to sub. We also requested the support of our principals in relieving Induction teachers to observe. In Spring 2023, it was written into the LCAP that each Induction teacher and each Induction mentor would have up to three ½ days paid to observe. Induction teachers are expected to observe experienced teachers and Induction Mentors are expected to observe their Induction teachers. There is a process for requesting a sub and informing the Coordinator so that it can be charged to the Induction budget.

Experienced Teacher Observations: Because we have the opportunity to utilize substitutes more regularly, Induction teachers are required to observe experienced teachers multiple times throughout the year. An observation with notes must be linked to each ILP submission (2 ILPs/year).

ILP: Experienced teacher observations needed to be linked to the ILP beginning in the 23-24 school year.

Mentor Feedback on Induction Teacher Reflective Conversation: Beginning in 2023-24, the Induction Coordinator will give feedback on Mentor / Teacher Induction reflective conversations. This will start in November 2023 with Year 1 Induction Mentors signing up for the Induction Coordinator to

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observe a reflective conversation and provide feedback. There are 19 new mentors for the 23-24 school year, and approximately 2-3 mentors will be observed and provided feedback monthly.

Drop in ILP Support: In 2022-23, the Induction Coordinator offered drop-in ILP support in person so that teachers could request help or collaborate on their ILPs. With very limited attendance (1 person), the decision was made to offer ILP Support again but virtually. For the 23-24 school year, there are 7 drop-in dates scheduled. The Induction Coordinator has also made it clear that she is available at any time to set up a meeting if the drop-in hours do not work.

Collaboration at Induction Meetings (for Induction teachers): While the Induction Coordinator usually offered some element of PD at the monthly Induction Workshops, the feedback from the 22-23 school year was that the time to collaborate across school sites was very much needed. For the 23-24 school year, each Induction Workshop has a scheduled time for a minimum of 20 minutes where the teachers collaborate by grade level, subject area, or SpEd assignment. They discuss what's working, what they need support with, etc. and have found this to be extremely valuable.

Mentor Meetings: In an effort to provide differentiation for our Teacher-Mentors and Coach-Mentors, the Induction Coordinator held 2 separate mentor meetings. This proved to be too difficult, as the mentors were not receiving the same information. Beginning in 23-24, all mentors attend the same meeting together (virtually). The meeting focuses on ILP information and then the focus for the PD is on equity, based on data from surveys and the Steering Committee's recommendation.

Mentor PD Focus: Mentor PD used to be more informal, discussing what was happening with their teachers and discussing how to reflect with their teachers. It was more focused on posing questions and practicing / modeling. For the 23-24 school year, the mentor PD has an equity focus, along with practicing equity conversations that they will have with their Induction teacher.

Monthly Logs: Based on feedback from mentors, a "monthly focus" was added to each month's mentor logs in 23-24. These are always optional but are there to provide ideas about what may be happening in the school year at the time that may come up for the Induction teacher.