

Crispus Attucks Charter School Professional Staff Induction Plan
Effective July 1, 2020

The purpose of the CACS Teacher Induction Program is to fulfill PDE Chapter 49 requirements to provide an induction plan for first-year teachers, long-term substitutes hired for a position for 45 days or more, and educational specialists to make a successful transition in working with our students and staff through the support of a mentors. Development of the plan follows Chapter 49 requirements.

The mentor will be a fellow certified staff member such as a fellow teacher who has performed well in their school role, as well as have the skills and willingness to be a mentor as per Chapter 49 guidelines. The induction team shall consist of the principal or designee, mentor, and the mentee. A needs assessment will be done by the induction team to determine what additional support may be needed to supplement the required PDE topic areas. If LIU 12 is offering an induction program, the mentee will normally be enrolled to provide a more enriching experience.

The mentee will be observed by both mentor and principal or designee to determine specific needs or assess progress. The mentor and mentee will meet and log at least twice per month to review topics of the induction plan, discuss and support areas of growth/concern, and share with the administration if any additional needs and support may arise. The induction team will meet at least twice per trimester with sign-in sheets and agendas to cover the required Act 49 topics as well as any other areas that may arise. Following are the required topics and trimesters they will be discussed at the induction team meetings:

Trimester 1

Code of Professional Practice and Conduct for Educators
Assessments and Progress Monitoring
Instructional Practices
Classroom and Student Management

Trimester 2

Standards and Curriculum
Accommodations and Adaptations for Diverse Learners
Data Informed Decision Making
Materials and Resources for Instruction

Trimester 3

Safe and Supportive Schools
Technology Instruction
Progress Reports and Parent-Teacher Conferencing
Parent and/or Community Involvement

Upon successful completion of the induction program, the mentee will be issued a letter indicating this. The induction program will be reviewed at the end of the induction term for each mentee at a final conference collectively with the mentor and principal or designee to determine strengths and areas that may need revision.