

West Oso ISD

New Teacher Orientation



2022-2023
School Year
August 1 – 3, 2022

GOALS

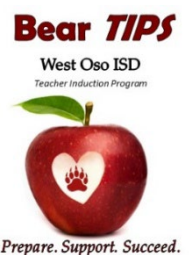
To provide an opportunity for new teachers to the district to become familiar with the district's mission, values, and expectations while also developing master teachers who excel in implementing effective teaching practices that promote student learning.

OBJECTIVES

- To provide individual support to all teachers
- To acquaint new teachers with services and resources within the schools and district
- To provide an understanding of effective teaching behaviors, researched based instructional practices and competencies to improve student learning outcomes
- To support, challenge, and inspire teachers to become competent, confident, and compassionate educators who make a positive difference for students
- To develop master teachers through collaborative professionalism

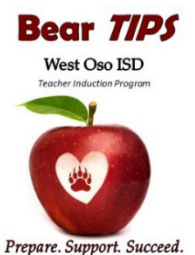
West Oso ISD
Bear TIPS Academy Session #1
(Only brand new teachers with 0-1 years of teaching experience.)
August 1, 2022
Monday
WOHS Library

		<u>Presenter</u>
8:00 am - 8:30 am	Welcome, Introductions, & Agenda	Rhonda
8:30 am- 8:45 am	Effective Teachers <ul style="list-style-type: none"> • The Learning Trip • Effective Teacher Characteristics • What the Research Says... 	Roana
8:45 am- 9:15 am	Professional and Legal Issues <ul style="list-style-type: none"> • The Professional Teacher • Employee Handbook Scavenger Hunt 	Crissy
9:15 am – 9:30 am	Break	
9:30 am – 10:00 am	Working with a Mentor <ul style="list-style-type: none"> • Professional Growth through Mentorship • Professional Learning Communities 	Crystal
10:00 am – 11:00 am	Classroom Management/Procedures & Rules <ul style="list-style-type: none"> • Time • Materials • Space • Behavior 	Rhonda
11:00 am - 11:45 am	Work with Mentors Getting Ready! <ul style="list-style-type: none"> • First Days' Essentials • First Days' Checklists 	Lindie
	Reflection, Evaluation, Feedback <ul style="list-style-type: none"> • Wrap Up • Final Questions • Next Session Reminders (calendar) 	Ann
11:45 am – 1:00 pm	Lunch with Mentor (on own)	
1:00 pm – 3:30 pm	Campus Tour First Day Checklists Develop Rules & Procedures Plan Classroom Layout	



West Oso ISD
New Teacher Orientation Program
(All new to the district teachers, regardless of experience.)
August 2, 2022
Tuesday AM
WOHS Library

8:00 am – 8:15 am	Arrival and Light Breakfast	
8:15 am- 8:45 am	Welcome Superintendent’s Welcome WOISD Leadership Team Introductions and Overviews <ul style="list-style-type: none">• Central Office• Principals• Assistant Principals• Business• C&I Team• Special Education• Technology PD & TLC Schedule Overview	C&I Team Conrado Garcia
8:45 am – 9:15 am	Money Matters	Olga Mendez
9:15 am – 9:30 am	Break	
9:30 am – 10:00 am	Icebreaker	Ann Whiteside
10:00 am – 10:30 am	Technology Systems <ul style="list-style-type: none">• Computer Login• Email• Eduphoria• TEKS Resource System• Eduhero Instructional & Assessment Programs & Platforms	Lindie Hagdorn Andrew Martinez Kimberly Moore
10:30 am – 10:45 am	Break	
10:45 am – 11:45 am	District Bus Tour	Denise Hernandez
11:45 am – 1:00 pm	Lunch On Your Own (Return Promptly)	



**Wednesday PM
WOHS Library**

1:00 pm – 4:30 pm

TEKS Resource System Overview

Diana & Crystal

**West Oso ISD
TEKS Resource System Overview
August 2, 2022
Tuesday PM
WOHS Library**

(All new to the district teachers, regardless of experience.)

All new to the district teachers, regardless of experience, are required to attend the TEKS Resource System 101 Workshop. The TRS is our curriculum and defines the scope and sequence of our work for the year along with providing all of the essential planning documents for our work with students.

TCMPC - TEKS Resource System 101

This professional development outlines the curriculum and assessment components of the TEKS Resource System. The workshop highlights tools such as the Year at a Glance (YAG), Vertical Alignment Document (VAD), Vertical Viewer, TEKS Clarification Document (TCD), Instructional Focus Document (IFD), TEKS Verification Document (TVD), Performance Assessment (PA) and Assessment Item Bank in all core content areas.

Specialists will review the tools available for each area. Teachers will be shown how to plan from the IFD and use the various tools to support their efforts. Participants will be given the opportunity to plan for their upcoming school year.

Expectations:

All Teachers:

- ✓ Attend the entire workshop (any coaching duties must wait until the workshop ends)
- ✓ Be engaged, be a learner, represent the district with excellence

Bear TIPS

West Oso ISD
Teacher Induction Program



Prepare. Support. Succeed.

West Oso ISD
T-TESS Intro & TIA Overview
(All new to the district teachers, regardless of experience.)
August 3, 2022
Wednesday AM
WOHS Library

8:00 am- 9:30 am	T-TESS Intro & TIA Overview	Dr. Roana Rivera
9:30 am – 9:45 am	Break	
9:45 am - 11:15 am	T-TESS Intro & TIA Overview	
11:15 am – 11:30 am	Break	
11:30 am - 12:45 pm	T-TESS Goals & SLO Training <i>Working Lunch (Provided)</i>	

West Oso ISD
BTA Lesson Planning
(Only brand new teachers with 0-1 years of teaching experience.)
August 3, 2022
Wednesday PM
WOHS Library

1:00 pm – 1:15 pm	Icebreaker	Rhonda
1:15 pm – 2:15 pm	Lesson Planning Part 1	Diana & Crystal
2:15 pm – 2:30 pm	Break	
2:30 pm – 3:45 pm	Lesson Planning Part 2	
3:45 pm – 4:00 pm	Break	
4:00 pm – 4:30 pm	Reflection, Evaluation, Feedback	

Bear TIPS

West Oso ISD
Teacher Induction Program



Prepare. Support. Succeed.

WEST OSO INDEPENDENT SCHOOL DISTRICT

MENTOR PROGRAM HANDBOOK

Bear *TIPS* Academy

West Oso ISD
Teacher Induction Program



Prepare. Support. Succeed.

The quality of teaching is the most important in-school factor
that affects student learning and achievement.

--Michael Fullan

Updated September 2022



DEFINITIONS AND RESPONSIBILITIES

Definitions

New to the profession teachers: These first year teachers are transitioning from student teacher/intern programs, completing a deficiency plan, or are teachers on a permit. These 0-1 year experience teachers will be assigned a mentor teacher.

Novice teachers: These second year teachers are transitioning from their first year of teaching. These beginning teachers will also be assigned a mentor teacher.

Experienced teachers new to West Oso ISD: These teachers may participate in mentor program activities as needed; they will be assigned a campus buddy.

Alternative Certification Teachers: These teachers are transitioning from a non-educational degree plan to the public school setting through an alternative certification program (ACP). These individuals have mentors assigned to them through their certification program.

Responsibilities

New/Novice Teacher will:

- Attend the New Teacher Orientation and First or Second Year Teacher Academy sessions
- Complete monthly checklists **with** mentor

Mentor will:

- Work directly with new teacher, especially before school starts
- Serve as a resource to new teacher
- Attend the Mentor Training Workshops scheduled in August, October, January
- Attend the Mentor Training Workshops **with** the mentee scheduled in September, October, November, February, March
- Complete monthly checklists **with** mentee
- Communicate with C&I team and campus administrator if they are having difficulties

Campus Instructional Coach will:

- Coordinate activities for assigned campuses in support of new/novice teachers and mentors
- Plan and deliver professional development for new/novice teachers and mentors
- Communicate effectively with campus administrators and the Director of C&I
- Collect monthly checklists and observation documents from mentors

Campus Administrator (principal/assistant principal) will:

- Approve a mentor for each new or novice teacher
- Communicate with C&I team any issues and concerns they have with the mentoring relationship

WOISD Induction Program will:

- Provide training for new/novice teachers and mentors through the adopted induction program
- Provide leadership in the design of the district mentor program
- Ensure that the induction program is implemented with fidelity over the course of three years

Bear TIPS Academy Calendar 2022-2023

DATE & TIME	TOPICS	LOCATION
8/1/2022 from 8:00-3:30	BTA1 Training Session #1 Classroom & Time Management Procedures & Rules Professional & Legal Issues Working with a Mentor	HS Library
8/1/2022 from 8:00-3:30	Mentor Training Session #1 Effective Mentoring Partnerships Learning Environment	HS Cafeteria
8/3/2022 from 1:00-4:30	BTA1 Lesson Planning	HS Library
9/14/2022 from 8:30-3:30	BTA1 #2 w/mentors Sub Folders Working w/parents Lesson Planning & Assessments	CO Boardroom
9/16/2022 from 8:30-3:30		Portable 35
10/5/2022 from 8:30-11:30 from 1:00-4:00	Mentor Training Session #2 Cohort 1 Cohort 2 Coaching Cycles T-TESS Monthly Checklists	CO Boardroom
10/12/2022 from 1:00-4:00	BTA3 #1 no mentors Fluency & Automaticity Data-Driven Lesson Planning TIA (MOY & SLO)	CO Boardroom
10/18/2022 from 8:30-3:30	BTA2 #1 w/mentors	CO Boardroom
10/19/2022 from 8:30-3:30	Cultural Awareness TIA (MOY) Lesson Planning (TEKS resource system, Eduphoria data)	
11/16/2022 from 8:30-11:30 from 1:00-4:00	BTA1 #3 w/mentors a.m. BTA2 #2 w/mentors p.m.	CO Boardroom
11/17/2022 from 8:30-11:30 from 1:00-4:00	BTA1 #3 w/mentors a.m. BTA2 #2 w/mentors p.m.	CO Boardroom

1/25/2023 from 1:00-4:00	BTA3 #2 no mentors Stations-Differentiation Cooperative Learning	CO Boardroom
2/1/2023 from 8:30-11:30 from 1:00-4:00	Mentor Training Session #3 Cohort 1 Cohort 2 Stress Management Classroom Management	CO Boardroom
2/7/2023 from 8:30-3:30 2/9/2023 from 8:30-3:30	BTA2 #3 w/mentors Assessment Reluctant Learning	CO Boardroom
2/22/2023 from 8:30-3:30 2/23/2023 from 8:30-3:30	BTA1 #4 w/mentors Classroom Management/Special Populations Stress Management	CO Boardroom
3/29/2023 from 8:30-11:30 from 1:00-4:00	BTA1 #5 w/mentors a.m. BTA2 #4 w/mentors p.m.	CO Boardroom
3/30/2023 from 8:30-11:30 from 1:00-4:00	BTA1 #5 w/mentors a.m. BTA2 #4 w/mentors p.m.	CO Boardroom
5/22/2023 at 5:30	Board Recognition	CO Boardroom