

# West Oso ISD

## New Teacher Orientation



**2020-2021**  
**School Year**  
***July 31, 2020***  
***August 4 & 6, 2020***

### **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)*  
**July 31, 2020**  
**Friday**  
**Virtually**

		<u><b>FYT Notebook</b></u>
8:00 - 8:30 am	<b>Welcome, Expectations, and Norms</b>	Kandee
8:30 - 8:45 am	<b>Introductions &amp; Agenda</b>	Kandee
8:45 - 9:45 am	<b>Effective Teachers</b> <ul style="list-style-type: none"> <li>• The Learning Trip</li> <li>• Effective Teacher Characteristics</li> <li>• What the Research Says...</li> <li>• Vision and Mission</li> </ul>	<b>Ch. 1</b> - Kim
9:45 - 10:45 am	<b>Getting Ready!</b> <ul style="list-style-type: none"> <li>• First Days' Essentials</li> <li>• First Days' Lesson Tips</li> <li>• First Days' Checklists</li> <li>• Lead4ward Planning Guide (PG) Tool Overview</li> </ul>	<b>Ch. 2</b> - Lindie
<b>10:45 - 11:00 am</b>	<b>Break</b>	
11:00 - 11:30 am	<b>Working with a Mentor/PLCs</b> <ul style="list-style-type: none"> <li>• Professional Growth through Mentorship</li> <li>• Professional Learning Communities</li> </ul>	<b>Ch. 10</b> – Kim & Lindie
<b>11:30 am - 1:00 pm</b>	<b>Lunch On Your Own (Return Promptly)</b>	
1:00 - 1:15 pm	<b>Introductions Continued</b>	Kandee
1:15 - 2:30 pm	<b>Classroom Management/Procedures, Rules, &amp; Consequences</b> <ul style="list-style-type: none"> <li>• Time</li> <li>• Materials</li> <li>• Space</li> <li>• Behavior</li> </ul>	<b>Ch. 3</b> – Diana & Diane
<b>2:30 - 2:45 pm</b>	<b>Break</b>	
2:45 - 3:15 pm	<b>Professional and Legal Issues</b> <ul style="list-style-type: none"> <li>• The Professional Teacher</li> <li>• Employee Handbook Scavenger Hunt</li> </ul>	<b>Ch. 9</b> - Kandee
3:15 - 3:30 pm	<b>Reflection, Evaluation, Feedback</b> <ul style="list-style-type: none"> <li>• Wrap Up</li> <li>• Final Questions</li> <li>• Next Session Reminders (calendar)</li> </ul>	Roan:



**West Oso ISD**  
**New Teacher Orientation Program**  
*(All new to the district teachers, regardless of experience)*  
**August 4, 2020**  
**Tuesday PM**  
**Virtually**

1:00 - 4:30 pm

T-TESS Training

Dr. Roana Rivera

**West Oso ISD**  
**New Teacher Orientation Program**  
**August 6, 2020**  
**Thursday AM**  
**ESC 2 Virtually**  
**9:00 AM – 12:00 PM**

***(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 on this day. 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.

Teachers should arrive at the WOHS Library by 8:00 am. This year the workshop will be conducted virtually.

### **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.*

*The content sessions are a full day. 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.*

#### **Attendance Expectations:**

##### Secondary Teachers:

- ✓ Attend the entire workshop (any coaching duties must wait until the workshop ends)
- ✓ Should attend the content area they will be teaching
- ✓ Dress professionally--business casual preferred
- ✓ Be engaged, be a learner, represent the district with excellence!

##### Elementary Teachers:

- ✓ Attend the entire workshop
- ✓ Should attend the primary content area they will teach (If self-contained, your principal will designate the workshop you should attend)
- ✓ Dress professionally--business casual preferred
- ✓ Be engaged, be a learner, represent the district with excellence!

**Bear TIPS**

West Oso ISD  
Teacher Induction Program



*Prepare. Support. Succeed.*

**West Oso ISD**  
**New Teacher Orientation Program**  
*(All new to the district teachers, regardless of experience.)*  
**August 6, 2020**  
**Thursday AM (virtual)/PM (in-person)**  
**WOJH Auditorium**

8:00 - 8:45 am

**Welcome**

Superintendent's Welcome  
WOISD Leadership Team Introductions and Overviews

- Central Office
- Principals
- Assistant Principals
- Business
- C&I Team
- Special Education
- Technology

TLC Schedule Overview

C&I Team  
Conrado Garcia

**8:45 - 9:00 am**

**Break**

9:00 - 12:00 pm

**TEKS Resource System 101**

ESC 2 (virtually)

**12:00 - 1:00 pm**

**Lunch (Return Promptly)**

**On Your Own**

1:00 - 1:30 pm

**Money Matters**

David Palacios

1:30 – 2:45 pm

**TxEIS Training**

- Teacher Login
- Attendance
- Gradebook
- Data

Amanda Chavarria

**2:45 – 3:00 pm**

**Break**

3:00 - 4:30 pm

**Technology Systems**

- Teacher Login
- Google
- Eduphoria
- TEKS Resource System
- Instructional & Assessment Programs & Platforms

Lindie Hagdorn  
Andrew Martinez

Kim & Kandee

**Bear TIPS**

West Oso ISD  
Teacher Induction Program



Prepare. Support. Succeed.

# **BEAR TIPS ACADEMY**

## ***WEST OSO ISD INDUCTION PROGRAM***



## **2020-2021**

### **GOALS**

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### **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 provide support to teachers through mentoring, modeling, and instructional coaching
- To develop and retain master teachers

## **BEAR TIPS ACADEMY CALENDAR**

<b>DATE &amp; TIME</b>	<b>TOPICS</b>	<b>LOCATION</b>
7/31/2020 from 8:30-3:30	Classroom & Time Management Procedures & Rules Professional & Legal Issues Working with a mentor	Virtual
8/12/2020 from 8:00-11:30	Lesson Planning	Virtual
9/10/2020 TBD	Working with Parents Learning Styles	Virtual
10/8/2020 TBD	Stress Management Behavior Management Strategies	TBD w/mentors
12/15/2020 TBD	Academic Games Differentiation	TBD w/mentors
1/28/2021 TBD	Four Main Brain Things Part I	TBD
3/25/2021 TBD	Four Main Brain Things Part II Student Engagement	TBD
4/29/2021 TBD	Culminating Activities My Most Important Book	TBD w/mentors
5/24/2020 at 5:30 pm	Board Recognition	Board Room

## **BEAR TIPS ACADEMY 2 CALENDAR**

<b>DATE &amp; TIME</b>	<b>TOPICS</b>	<b>LOCATION</b>
9/29/2020 TBD	Planning for Engagement Tracking Student Learning Increasing Rigor	TBD
2/02/2021 TBD	Assessment Reluctant Learners Homework	TBD

## **BEAR TIPS ACADEMY 3 CALENDAR**

<b>DATE &amp; TIME</b>	<b>TOPICS</b>	<b>LOCATION</b>
9/30/2020 TBD	Building Fluency & Automaticity Assessment	TBD
2/03/2021 TBD	Cooperative Learning & Stations	TBD

## MENTOR CALENDAR

DATE & TIME	TOPICS	LOCATION
8/03/2020 from 1:00-4:00	How to Support Novice Teachers	Virtual
10/8/2020 TBD	Stress Management Effective Discipline	TBD
12/15/2020 TBD	Holiday Potluck	TBD
4/29/2021 TBD	Celebration Potluck	TBD

**NOTE: Mentors will receive extra duty pay for all of the above activities.**

## ROLES AND RESPONSIBILITIES

### **New Teacher will:**

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

### **Mentor will:**

- Work directly with new teacher on lesson planning, unit planning, and creating exams
- Serve as a resource to new teacher
- Attend the Mentor Training Workshop scheduled in August
- Complete monthly meetings and checklists **with** new teacher
- Attend meetings in October, December, and April with mentee
- Communicate with C&I team and campus administrator if they are experiencing challenges

### **Campus Instructional Coach will:**

- Coordinate activities for assigned campuses in support of new teachers and mentors
- Plan and deliver professional development for new teachers and mentors
- Communicate effectively with campus administrators and the Director of C&I

### **Campus Administrator (principal/assistant principal) will:**

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

### **WOISD Induction Program will:**

- Provide training for new teachers and mentors
- 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