

Newport Primary School

New Staff Support

2019-2020

Activities Prior to School Starting

- New teachers received an experienced mentor teacher.
- New teachers completed their required 24 hours of professional development
- Additional Training for New Teachers
 - Reading Mastery – Direct Instruction Training
 - Poverty Simulation Training
 - July 30th – Newport Primary new teacher training (6 Hours) focused on our academic and non-academic systems and processes.
 - New teachers, mentors, and administrative team went to lunch on 7/30/19 to begin relationship building.
 - July 31st – New teachers attended Kagan training
 - August 1st – New teachers attended Scholastic training focused on Guided Reading implementation

New Teacher Support Provided After Students Arrived

- Observed all 1st and 2nd year teachers to ensure they were effectively teaching the school-wide procedures and expectations.
 - Data from observations
 - 100% of NPS teachers effectively taught and followed the school-wide restroom expectations.
 - 96% of NPS teachers effectively taught and followed the school-wide hallway procedures. Mr. Atkins supported the one class that was not following the expectations immediately.
- The administrative team observed all 1st and 2nd year teachers' classroom routines and expectations the first three days of school. Based on these observations, one teacher was identified as needing support.
- During the week of August 19-23, all 1st and 2nd year teachers received a walkthrough monitoring their classroom routines, procedures, and expectations. Again, there was only one teacher that has been identified as needing support.
- At this time, one new teacher has been identified as needing classroom management support. This teacher has received the following support so far:
 - Met with Mr. Atkins on the first day of school to develop a plan for day 2.
 - One student was moved from her classroom roster into another classroom.
 - On 8/16/19, she completed a peer observation with Mr. Atkins and then had a debriefing session.
 - She is receiving daily support from the behavior intervention teacher to ensure she has appropriate behavior structures in place and effective strategies to support the students not following expectations.
 - Scheduled a meeting with the instructional coach on August 26th to receive coaching focused on setting up her classroom routines for centers and guided reading.

Future Activities and Trainings for New Teachers

- All 1st and 2nd year teachers will receive additional walkthroughs. These additional walkthroughs will be focused on:
 - Domain 2 (classroom environment) during the months of August and September. Coaching and support will be provided based on the walkthrough data.
 - Their implementation of Guided Reading in the month of September/October. They will receive follow-up walkthroughs and coaching/support based on the walkthrough data.
 - Implementation of Kagan Structures. Support will be provided based on Kagan walkthrough data.
 - Implementation of instructional lesson designs planned collaboratively during PLC's.
- New teachers received Fountas and Pinnell training on August 20, 2019
- New teachers will meet several times a month with their teacher mentor and receive support focused on their specific needs.
- Four new teachers will receive support and coaching on their implementation of Guided Reading from Scholastic. This coaching will occur multiple times throughout the school year.
- All new teachers will receive an additional day of Kagan training. They will also receive coaching from a Kagan Coach at least two times throughout the year.