

Tool: **Sample Induction Plan**

Timing: At the beginning of novice teacher's induction and in conjunction with the self-assessment component of the TN Framework for Teacher Evaluation and Professional Development.

Purpose: For mentors to guide a novice in developing expectations for growth and to introduce a "phased in" induction to teaching.

SAMPLE Induction Plan for _____.

Level I Expectations

Long and short range curriculum pacing--with mentor(s) [I. Planning]

Instructional planning—unit & lessons [I. Planning]

Monthly Substitute Teacher Lesson Plan

Legal and recordkeeping requirements [V. Professional Growth]

Classroom management plan [IV. Learning Environment]

Rules, routines, incentives, consequences, etc.

Strengthen content knowledge [I. Planning & II. A. Teaching Strategies]

Collaborative Team Planning [V. Professional Growth]

New Teacher Meetings [V. Professional Growth]

Short-term, minor, and/or assistance in leadership or extracurricular activities
[V. Professional Growth]

Level II Expectations

Test score analysis--with mentor(s) [III. Assessment & Evaluation]

Instructional strategies--Focus on developing and using Essential Questions,
Summarizing Strategies and Closure; develop expertise in two Cooperative Learning
structures and two specific Reading strategies [II. Teaching Strategies]

Leadership in New Teacher Meetings [V. Professional Growth]

Short-term, minor, and/or assistance in leadership or extracurricular activities
[V. Professional Growth]

Level III Expectations

Test score analysis (independent) [III. Assessment & Evaluation]

Instructional strategies—develop expertise in two additional Cooperative Learning
structures, two additional specific Reading strategies, two writing strategies, two
differentiated meaningful use project (alternative assessment) with rubric(s)
[II. Teaching Strategies]

Major and/or minor leadership in school improvement or extracurricular activities
[V. Professional Growth]