

AMEND BOARD REPORT 00-1025-PO1
ADOPT A POLICY FOR NEW TEACHER INDUCTION

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Chicago Board of Education adopt the amended policy regarding induction of new teachers in the Chicago Public Schools

PURPOSE: The Teacher Induction Policy addresses the need to provide new teacher employees with appropriate support and information to maximize the effectiveness of their teaching performance and to raise student achievement levels.

PRESENT POLICY: The current policy, Board Report 00-1025-PO1, is being amended

HISTORY OF BOARD ACTION: The Teacher Induction Policy of the Chicago Board of Education has been successively codified in the following Board Reports:

Board Report 70-470: "In-Service Training for New Teachers was rescinded October 27, 1999

Board Report 99-1027-PO2: "New Teacher Induction Policy" was adopted October 27, 1999

Board Report 99-1027-PO2: "New Teacher Induction Policy" was amended October 25, 2000

POLICY TEXT: NEW TEACHER INDUCTION POLICY

I.—NEW TEACHERS, ASSIGNED TO A CLASSROOM OR A SCHOOL

~~The Chief Education Officer recommends that effective October 25, 2000, Effective July 24, 2002, all teachers newly hired by Chicago Public Schools, whether holding regular, temporary, or a Provisional, Initial, Standard, or Master State of Illinois Teaching Certificate, and who will have full-time classroom or school-based responsibilities, will be required to participate in an induction program, attend without compensation a series of inservice sessions conducted outside of regular school hours. Such inservice sessions will be planned and programmed by staff of Specific induction requirements will be prescribed by the CPS Teachers Academy for Professional Development. Sessions for new teachers will be scheduled over a period of four years for a total of seventy-five clock hours (thirty clock hours during Year One following the teacher's employment date and fifteen clock hours during Year Two; fifteen clock hours during Year Three; fifteen clock hours during Year Four). New teachers who fail to comply with the inservice requirement shall be subject to dismissal. Failure to comply with the induction mandate will be recorded on the given teacher's CPS personnel record and may jeopardize obtaining a Standard State of Illinois Teaching Certificate.~~

Requirements are as follows:

- A New teacher with less than one year of teaching experience will participate in a two year induction program:
 - Year One: Orientation; interactions with an assigned mentor which will include reciprocal classroom observations; and approved self-selected professional development.
 - Year Two: Approved self-selected professional development associated with submission of a professional development action plan.
- A teacher with one or more years of teaching experience will participate in a one year induction program:
 - A teacher holding an initial or provisional certificate will participate in orientation and approved self-selected professional development.
 - A teacher holding a standard or master certificate will participate in orientation.
- Teachers in schools approved for alternative induction plans will participate in the local school induction program.

II. MENTORS PROVIDED TO SUPPORT NEW TEACHERS:

All schools employing new teachers are required to have a mentor teacher or teachers to offer support and guidance to new teacher employees during the ~~four-year period~~ first year of employment. Mentors will receive appropriate preparation from the CPS Teachers Academy for Professional Development. Mentors will receive a stipend for documented on-site mentoring activities ~~conducted beyond regular school hours~~.

III. NEW TEACHERS, SUBSTITUTES

Teachers classified as provisional, cadre, or day-to-day substitutes will be required to participate in designated inservice sessions for a total of six hours during each year of continued employment in the specific-titled substitute status. Substitutes who fail to comply with the inservice requirement will ~~will~~ may not be hired for the following year.

IV. NEW TEACHERS, ITINERANT:

Itinerant professional personnel who receive specialized training through their respective departments will fulfill their induction requirement through those particular departments. An inservice plan for itinerant teachers must be submitted by the applicable department ~~Documentation of inservice must be provided~~ to the CPS Teachers Academy for Professional Development at the ~~end~~ beginning of each school year. A list of job titles of teachers included in this category will be prepared.

Approved For Consideration:

Respectfully Submitted:



Barbara Eason-Watkins, Ed.D.
Chief Education Officer



Arne Duncan *by PAT*
Chief Executive Officer

Approved as to Legal Form:



Marilyn F. Johnson
General Counsel

CHICAGO PUBLIC SCHOOLS
CPS Teachers Academy for Professional Development
(7-1-02)

Teachers New to CPS Required to Participate in the Teacher Induction Program:

<u>Job Code</u>	<u>Job Title</u>
00000008	Provisional Substitute Teacher Assigned (F.T.P.)
00000021	Acting Guidance Counselor
00000049	Teacher
00000049	Full-Time Basis Substitute Teacher (F.T.B.)
00000053	School-to-Careers Resource Teacher
00000054	Program Option Teacher
00000055	Bilingual Teacher
00000057	Effective Schools Teacher
00000059	High School Support Teacher
98330000	Teacher-Librarian

Teachers New to CPS NOT Required to Participate in the Teacher Induction Program:

<u>Job Code</u>	<u>Job Title</u>
00000003	Provisional School Social Worker Intern
00000004	Provisionally Certified Substitute Teacher
00000005	Day-to-Day Substitute Teacher
00000006	Cadre Substitute Teacher
00000007	75-Day Day-to-Day Substitute Teacher
00000009	Displaced Full-Time Basis Cadre - 100 Days
00000011	Displaced Full-Time Basis
00000016	Part-Time Speech Pathologist
00000047	Teacher-Licensed Practical Nurse
00000048	Head Teacher
00000050	Playground Teacher
00000056	Drivers Education Teacher
10000041	Teacher-Acting Principal
10000042	Acting Assistant Principal
10000048	Acting Head Teacher
95100000	Stadium Director
96470000	Senior Training Assistant - R.O.T.C.
98090004	Supervisor - R.O.T.C.
98340000	Senior Military Instructor
98350000	Assistant Military Instructor
98390000	Senior Administrative Assistant - R.O.T.C.
98410000	School Social Worker
98590000	Teacher Psychologist-Interns
98800000	School Psychologist
98890000	School Nurse
98910000	Teacher-Speech Pathologist
99010000	Teacher-Citywide
99010030	Teacher-Audiologist
99010055	Teacher-Citywide Bilingual

Note: Itinerant teachers participate in induction inservices indicated by their respective departments. The Teacher Induction Program may be the induction program that a given department selects for their teachers.