

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

## EXECUTIVE SUMMARY AND RECOMMENDATIONS

The Board of Education is recommending the adoption of a new policy regarding induction for new teachers in Chicago Public Schools.

The Chicago Board of Education and the Chicago Public Schools.

The policy addresses the need to provide new teachers with appropriate support and information to maximize the effectiveness of their teaching performance and to raise student achievement levels.

**PURPOSE:** The teacher induction program provides appropriate support and information to maximize the effectiveness of their teaching performance and to raise student achievement levels.

The current policy, Board Report 00-1025-PO1, is being amended to clarify the induction process for new teachers.

**PRESENT POLICY:** The current policy, Board Report 00-1025-PO1, is being amended to clarify the induction process for new teachers.

The Board of Education has reviewed the current policy and has determined that it is necessary to amend it.

**HISTORY OF BOARD ACTION:** The Teacher Induction Policy was adopted by the Board of Education on October 27, 1999.

Board Report 00-470, "In-Service Training for New Teachers" was resolved October 27, 1999.

Board Report 99-1027-RO2, "New Teacher Induction Policy" was adopted October 27, 1999.

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

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

## INDUCTION POLICY

## POLICY TEXT: NEW TEACHER INDUCTION

### CLASSROOM OR A SCHOOL

### NEW TEACHERS ASSIGNED TO A CLASSROOM OR A SCHOOL

Effective October 25, 2000, Effective July 24, 2002, all new teachers, whether holding regular, temporary, or a Provisional Illinois Teaching Certificate, and who will have fulltime classroom or school-based responsibilities, will be required to participate in an induction program.

The Chief Education Officer recommends that all new teachers newly hired by Chicago Public Schools, whether holding regular, temporary, or a Provisional Illinois Teaching Certificate, and who will have fulltime classroom or school-based responsibilities, will be required to participate in an induction program.

The induction program will be prescribed by the Board of Education and will be implemented by the Chicago Teachers Academy for Professional Development.

The induction program will be prescribed by the Board of Education and will be implemented by the Chicago Teachers Academy for Professional Development.

New teachers who fail to comply with the requirements shall be subject to dismissal. Failure to comply with the induction mandate will be recorded on the given teacher's personnel record and may jeopardize obtaining a standard or master certificate.

New teachers who fail to comply with the requirements shall be subject to dismissal. Failure to comply with the induction mandate will be recorded on the given teacher's personnel record and may jeopardize obtaining a standard or master certificate.

### Requirements are as follows:

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



CHICAGO PUBLIC SCHOOLS

Teachers Academy for Professional Development

CPS Tea

(7-1-02)

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

Job Code	Job Title	00000005	High School Teacher
0008	Provisional Substitute Teacher Assigned (EINPP)	00000005	0000
0021	Acting Guidance Counselor		0000
0049	Teacher		0000
0049	Full-Time Basis Substitute Teacher (F.T.B.)		0000
0053	School-to-Careers Resource Teacher		0000
0054	Program Option Teacher		0000
0055	Bilingual Teacher		0000
0057	Effective Schools Teacher		0000

Special Support Teacher

00000005

High School Teacher

98330000

Teacher

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

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

Job Code	Job Title	00000005	High School Teacher
	Provisional School Social Worker Intern	00000005	
	Provisional Substitute Teacher	00000005	
	Day-to-Day Substitute Teacher	00000006	
	Cadre Substitute Teacher	00000007	
	7.5 Day to Day Substitute Teacher	00000008	
	Displaced Full-Time Basis	00000011	
	Part-Time Speech Pathologist	00000016	
	Head Teacher	00000048	
	Playground Teacher	00000050	