

New Educator Professional Learning Plan- Year 1

| Goals | Teacher Domain Alignment | Student Support Services Domain Alignment | Culturally Responsive Teaching & Leading Standards Alignment |
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| Goal 1: Develop a Strong Foundation in District Instructional Practices and Support Methods | | | |
| 1.1- Engage in training on instructional practices and support methodologies, focusing on research-based strategies. | 1a, 1c, 1d, 1e, 1f, 2b, 3a, 3b, 3c, 3e | 1a, 1c, 1d, 1e, 3d*, 3e, 3f*, 4e | A2, A8, C1, G1, G3, G4, G9 |
| 1.2- Apply data-driven decision-making to inform practice, using assessment and observational tools to understand and support diverse student needs. | 1a, 1b, 1c, 1f, 3a, 3b, 3c, 3d, 3e, 4a, 4b, 4e | 1e*, 3a*, 3d*, 3g*, 4b, 4a | A3, A5, A10, B4, B5, G4, G10, G12 |
| Goal 2: Foster Collaborative Professional Relationships and Reflective Practices | | | |
| 2.1- Build relationships with colleagues to support a collaborative school culture that benefits all students through consistent engagement in Professional Learning Teams (PLTs). | 1a, 1c, 1d, 1e, 1f, 2a, 2b, 3a, 3b, 3d, 3e, 4a, 4d, 4e, 4f | 2a, 3c, 3b*, 3f, 4a, 4d, 4e, 4g* | A1, A5, A6, A7, B2, E7, F2, F3, H1, H4 |
| 2.2- Engage in reflective practices to analyze personal and professional growth and areas for improvement. | 1f, 2b, 3e, 3d, 4a, 4d, 4e, 4f | 3e, 4a, 4c, 4e, 4f | A5, A6, A10, B3, G10, H1, F4 |
| Goal 3: Establish a Commitment to Inclusion and Equity in Supporting Diverse Learners | | | |
| 3.1- Participate in training focused on inclusive practices and culturally responsive support strategies to address the needs of a diverse student body. | 1a, 1b, 1c, 1f, 2b, 2c, 2d, 2e, 3a, 3b, 3c, 3d, 3e, 4a, 4c, 4f | 1b, 2a, 2b, 2e, 3a, 3b, 3c, 3d, 3e, 3g, 4c, 4f | A2, A8, B1, B4, B5, C1, C3, D2, G1, G7, G11 |
| 3.2- Identify and address any personal biases that could impact instruction and service delivery, working to model equity and inclusivity in all professional interactions. | 1d, 2a, 2b, 2d, 3a, 3c, 3e, 4a, 4e, 4f | 1d, 2a, 2b, 3a, 3d, 3f, 4f, 4g | A5, A6, A7, A8, A9, A10, B7, E8, F5, F6, H2 |
| Goal 4: Demonstrate Professional Responsibility and Ethical Practice | | | |
| 4.1- Become familiar with District policies, ethical standards, and legal guidelines, ensuring all practices are consistent with District values, policies, and procedures. | 1d, 2a, 2c, 2d, 2e, 3a, 4a, 4b, 4c, 4d, 4e, 4f | 1c, 1d, 2c, 3g, 4a, 4b, 4f | A7, A9, B3, E4, F11 |
| 4.2- Develop time-management and organizational skills to effectively balance responsibilities, respond to student needs promptly, and maintain accurate records. | 1d, 2c, 2e, 3a, 3e, 4a, 4b, 4d, 4e, 4f | 2b, 2c, 2e, 3e, 4a, 4b, 4c | A5, C7, G4, H3, F10 |

* Denotes a domain that is position specific

New Educator Program- Time Commitment

| Meeting Type | Monthly Meetings | New Educator Building Cohort | Early Morning Work Sessions | Dept. Meetings | Mentorship |
|-----------------------------------|--------------------------------|------------------------------|-------------------------------|------------------|-------------------|
| Time Commitment (per year) | 6 hours | 16 hours | 17 hours | 6 hours | 8 hours |
| Person(s) Responsible | Principal, Associate Principal | NEP Admin, NEP Coordinator | Department Chair, PLT members | Department Chair | Mentor, NEP Admin |

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