

District 211 New Educator Program Framework

Inspiring Growth. Driving Change. Building Community.

Vision

We envision a New Educator Program where every educator is connected to District 211's mission and values, equipped to foster inclusive, high-impact learning environments. Through collaboration, reflection, and belonging, educators grow as professionals—and students thrive as a result.

Purpose

The New Educator Program is designed to equip educators with the knowledge, skills, and mindsets essential for long-term success in District 211. Grounded in our Programmatic Anchors—Instructional Practice, Collaboration and Reflection, Belonging and Well-Being, and Operational Expectations—the program fosters a culture of continuous growth and professional excellence. Through intentional development and ongoing support, we cultivate reflective, collaborative, and student-centered educators who embrace lifelong learning and contribute meaningfully to a thriving school community.

Values

- **Excellence:** We maintain high standards for teaching and learning, ensuring educators are prepared to meet the diverse needs of all students through ongoing professional growth.
- **Collaboration:** We believe in the power of teamwork and shared knowledge to strengthen our learning community and promote continuous improvement.
- **Inclusion:** We value each educator as a unique individual and foster a sense of belonging and respect in every learning environment.
- **Equity:** We are committed to providing equitable access to opportunity and success for all students through high-impact, responsive strategies.
- **Community:** We cultivate a welcoming, supportive environment where educators feel connected to a larger collective mission.
- **Innovation:** We encourage creative thinking and forward-looking approaches that enhance learning and support sustained professional growth.
- **Growth:** We champion lifelong learning and reflective practice, empowering educators to evolve personally and professionally throughout their careers.

New Educator Programmatic Anchors

The Programmatic Anchors serve as the foundation of the New Educator Program, guiding the professional growth and support of every new educator. These anchors shape the experiences, learning opportunities, and collaborative structures offered throughout the program. Grounded in the vision, purpose, and values of District 211, the anchors ensure that new educators are consistently supported in developing the skills, mindsets, and relationships necessary for success. This shared responsibility is carried by a network of support including District Office administrators, Building administrators, Department Chairs, New Educator Coordinators, mentors, PLTs, Instructional Coaches, and Technology Chairs.

1. Instructional Practice, Delivery of Services, and Pedagogy

- a. A focus on instructional practice, service delivery, and pedagogy equip educators with the necessary skills and strategies to create inclusive, high-impact learning environments that reflect the District's values of excellence and equity.

2. Collaboration and Reflection

- a. Collaboration and reflection foster a culture of continuous growth and shared responsibility, aligning with the program's mission to equip educators for success in an inclusive and supportive environment. By working together and engaging in reflective practices, educators strengthen their professional skills, enhance student outcomes, and contribute to a thriving community that values excellence, equity, and innovation.

3. Belonging and Well-Being

- a. Belonging and well-being are central to the NEP as they create an inclusive, supportive environment where educators feel valued, respected, and connected to the broader community. When educators experience a sense of belonging and prioritize well-being, they are better equipped to foster positive, equitable learning experiences for their students.

4. Operational Expectations

- a. Operational expectations are essential for maintaining the high standards of our District's commitment to excellence, equity, and inclusion. By consistently meeting expectations with accountability and integrity, educators contribute to a supportive, well organized, and high-performing learning environment that benefits both students and colleagues.