

Township High School District 211 New Educator Program Standards

Program Qualities

District Mission and Value Statement Alignment	<p>Clear and Measurable New Educator Outcomes: <i>The New Educator Program (NEP) establishes clear and measurable outcomes for New Educators, ensuring that all learning activities are aligned with our District's Evaluation Framework, as well as its mission and value statements.</i></p> <p>Effective Communication: <i>The NEP promotes effective communication at all levels of the organization, fostering collaboration and transparency.</i></p>
Responsive Climate and Culture	<p>Collaborative School Culture: <i>School administrators promote an environment of support and networking opportunities for New Educators to regularly reflect on, improve, and refine their practice and to support their participation in collaborative cultures and professional learning.</i></p> <p>Relevant and Flexible Programming: <i>Such programming aligns with the District's commitment to excellence, equity, and inclusion, ensuring that it addresses current educational challenges while providing adaptable tools and strategies for diverse learning environments.</i></p>

Program Structures

New Educator Professional Learning	<p>New Educator Professional Learning Plan: <i>The NEP develops a Professional Learning Plan for all New Educators, addressing immediate needs while aligning with ongoing school initiatives. Rooted in research-based practices, this plan will equip educators with effective strategies for both short-term success and long-term professional growth.</i></p>
Formative Feedback	<p>New Educator Growth and Feedback: <i>Through an initial self-assessment, School-based teams use the NEP Areas of Focus as well as other formative assessment tools to provide ongoing progress monitoring throughout the year. These formative assessments are utilized in the development of personalized New Educator priorities.</i></p>
Mentorship Development and Support	<p>Mentor Selection Process: <i>The School administration and leadership team follow clear and explicit mentor selection and pairing criteria to ensure New Educators receive high-quality, supportive mentoring.</i></p> <p>Mentor Professional Development and Support Plan: <i>Mentors participate in ongoing District PD to enhance induction practices and ensure continuous support throughout the year.</i></p>