

FCSS Teacher Induction Program Updates

The Teacher Induction Department has evolved over the last few years from a department within the [Human Resources Division](#) to be encompassed within a Teacher Development Department that includes a Rural Teacher Residency Program, a future Internship program, and an internal system of support for FCSS employees in Peer Assistance and Coaching. In addition to our structural changes, we have made the following updates in our program within the last year:

- **2024 CSTP Transition**
 - o Our program has fully migrated to the refreshed 2024 CSTPs this 25-26 school year (for both Year 1 and Year 2 teachers). All program requirements are aligned to the 2024 CSTPs, and trainings have been provided to site administrators, coaches and teachers regarding the refreshed CSTP.
 - o Based on the materials created by the CTC and other Induction Programs, we created a **CSTP overview video** along with **supporting materials**. All resources can be found in this [google folder](#).
- **Teaching Practice Framework**
 - o To support our teacher and coach's transition to the revised CSTP, our program developed an aligned [Teaching Practice Framework](#). This framework is a companion to the CSTPs to help guide teachers' reflection in a structured and detailed manner. Induction Coaches guide their teachers through this Teaching Practice Framework reflection at the start of the fall and spring semester, helping them identify their highest professional growth area and set a clear goal for the semester.
- **Classroom Management and Additional PL**
 - o In response to feedback from our Administrators and Participating Teachers, we have designed a new in-house [Classroom Management session](#). This session was offered twice in August and twice in January. Feedback has been extremely positive, and we are looking into how we can continue to offer this training throughout the year.
 - o Over the past year and a half, we have expanded our [professional learning sessions](#) free of charge to teachers. Although not required, these sessions are strongly encouraged and were created in response to feedback from both teachers and administrators.
- **Mentoring Trainings**
 - o Teacher Induction has helped develop a [continuum of mentoring support](#) across programs within Teacher Development (Induction, Residency, PAC, Internship). A training that was once only available to Induction Coaches, the Mentoring Academy, is now provided to all coaches across programs. This includes a full-day, in-person session (preceded by a one-hour online webinar) creating a unified approach to mentor preparation ensuring all coaches have participated in the same foundational coaching training. This alignment promotes equity in training standards and enables coaches to support multiple programs as needed, strengthening collaboration and flexibility across the department.
- **Data Chats**
 - o Analyzing survey data to drive program development has always been a program value, but this year the Induction team has been developing a more systematic way of analyzing survey feedback that would be more supportive of our growing program. We have calendared time throughout the year to analyze survey data based on the surveys completed, and we've begun developing our own "[data chat protocol](#)" to guide our analysis and next steps.

- **Weekly Communication**
 - o As a program, we've always worked hard to have ongoing and supportive communication with our teachers and coaches; however, this year we felt we could provide even greater support through weekly communication that's streamlined and differentiated based on teacher and coach need. With that, each Wednesday we send out the "Mid-Week Memo" to Participating Teachers and the "Coaching Corner" to Induction Coaches. The communication provides reminders about our weekly office hours, program requirements, upcoming PL, and then as an added layer coaches receive bite-size coaching support/resources.
- **Digital System**
 - o We are now in the second year of utilizing our current digital system. While reviewing our Program Review submission, we identified a couple links that were no longer active. One of these is our Induction Coach Nomination form, which can be accessed [here](#). Additionally, the Program Review references our Induction Coach Application. We have since streamlined this application within our system, so it now lives in the coach's account and can be updated annually, rather than being completed only once at the start of the program. This application can be found under the "[Philosophy Survey](#)". We have made several enhancements to our digital system and look forward to continuing its development.