

AMEND BOARD REPORT 02-0828-PO01
AMEND BOARD REPORT 00-1025-PO1
AMEND BOARD REPORT 99-1027-PO2
ADOPT A POLICY FOR NEW TEACHER INDUCTION

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Chicago Board of Education adopt the amended policy regarding induction of new teachers in the Chicago Public Schools

PURPOSE: The Teacher Induction Policy addresses the need to provide new teacher employees with appropriate support and information to maximize the effectiveness of their teaching performance and to raise student achievement levels.

PRESENT POLICY: The current policy, Board Report 02-0828-PO1 ~~00-1025-PO4~~, is being amended.

HISTORY OF BOARD ACTION: The Teacher Induction Policy of the Chicago Board of Education has been successively codified in the following Board Reports:

Board Report 70-470: "In-Service Training for New Teachers was rescinded October 27, 1999

Board Report 99-1027-PO2: "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 00-1025-PO1: "New Teacher Induction Policy" was amended August 28, 2002

POLICY TEXT:**TEACHER INDUCTION POLICY****I. TEACHERS ASSIGNED TO A CLASSROOM OR A SCHOOL**

Effective ~~July 24, 2002~~ July 1, 2003, all teachers newly hired by Chicago Public Schools ("CPS"), holding a Provisional, Initial, ~~Standard, or Master~~ State of Illinois Teaching Certificate, and who will have full-time classroom or school-based responsibilities, will be required to participate in an induction program. Specific induction requirements will be prescribed by the CPS Teachers Academy for Professional Development. Failure to comply with the induction mandate will be recorded on the given teacher's CPS personnel record and may jeopardize obtaining a Standard State of Illinois Teaching Certificate.

Requirements are as follows:

- A new teacher with less than one year of teaching experience and a Provisional or Initial teaching certificate will participate in a two year induction program:
 - Year One: Orientation, attend within the first ten weeks of hire, or accrue six Continuing Professional Development Units (CPDUs); interactions with an assigned mentor which will include reciprocal classroom observations; and accrue fifteen CPDU's and approved self-selected professional development.
 - Year Two: ~~Approved self-selected professional development~~ Accrue fifteen CPDU's associated with submission of a professional development action plan; interactions with an assigned coach which will include reciprocal classroom observations.
- A teacher with one or more years of teaching experience holding an initial, standard or master certificate will participate in ~~a one-year induction program:~~ orientation.

- ~~o A teacher holding an initial or provisional certificate will participate in orientation and approved self-selected professional development.~~
- ~~o A teacher holding a standard or master certificate will participate in orientation.~~
- ~~Teachers in schools approved for alternative induction plans will participate in the local school induction program.~~

II. MENTORS PROVIDED TO SUPPORT NEW TEACHERS

All schools employing new teachers are required to have a mentor teacher ~~or teachers for first year teacher support and coach for second year teacher support~~, to offer support and guidance to new teacher employees during the first year two years of employment. Principals are to assign mentors and coaches via GOLDEN Teachers Online (GTO) to all new teachers within two weeks of their employment at the specified school. Mentors and coaches will receive appropriate preparation from the CPS Teachers Academy for Professional Development. Mentors and coaches will receive a stipend for documented on-site mentoring activities be compensated quarterly for completion of documentation requirements using GTO as delineated in the GOLDEN Teachers program guidelines. Mentors and coaches will not be compensated if documentation is not submitted by GOLDEN Teachers program delineated due dates.


III. NEW TEACHERS, SUBSTITUTES

Newly hired teachers classified as provisional, cadre, or day-to-day substitutes will be required to participate in designated inservice sessions for a total of six hours during each year of continued employment in the specific titled substitute status. The inservice training must be taken through the CPS Teachers Academy of Professional Development. The inservice training must be taken prior to substitute teaching. Substitutes teachers who fail to comply with the inservice requirement may not be hired for the following year will have their names removed from the Substitute Center database of available substitute teachers.

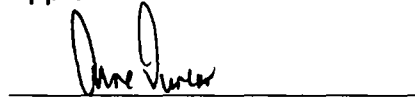
IV. NEW TEACHERS, ITINERANT

Itinerant professional personnel who receive specialized training through their respective departments will fulfill their induction requirement through those particular departments. An inservice plan for itinerant teachers must be submitted by the applicable department to the CPS Teachers Academy for Professional Development at the beginning of each school year. A list of job titles of teachers included in this category ~~will be prepared~~ is found at Attachment A.

Approved For Consideration:


Barbara Eason-Watkins
Chief Education Officer

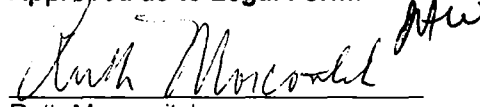
Approved:


Arne Duncan
Chief Executive Officer

Noted:


John Maiorca
Chief Financial Officer

Approved as to Legal Form:


Ruth Moscovitch
General Counsel

ATTACHMENT A

CHICAGO PUBLIC SCHOOLS
CPS Teachers Academy for Professional Development
(7-1-02) (July 1, 2003)

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

<u>Job Code</u>	<u>Job Title</u>
0000008	Provisional Substitute Teacher Assigned (F.T.P)
0000024	Acting Guidance Counselor
0000049	Teacher
0000049	Full-Time Basis Substitute (F.T.B.)
0000053	School-to-Careers Resource Teacher
0000054	Program Option Teacher
0000055	Bilingual Teacher
0000057	Effective Schools Teacher
0000059	High School Support Teacher
98330000	Teacher-Librarian
0000014	<u>Alternative Route to Teaching/F.A.C.E. Sp. Ed.</u>

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

<u>Job Code</u>	<u>Job Title</u>
0000003	Provisional School Social Worker Intern
0000004	Provisionally Certified Substitute Teacher
0000005	Day-to-Day Substitute Teacher
0000006	Cadre Substitute Teacher
0000007	75-Day Day -to-Day Substitute Teacher
0000009	Displaced Full-Time Basis Cadre-100 Days
0000011	Displaced Full-Time Basis
0000016	Part-Time Speech Pathologist
0000047	Teacher-Licensed Practical Nurse
0000048	Head Teacher
0000050	Playground Teacher
0000056	Drivers Education Teacher
1000041	Teacher-Acting Principal
1000042	Acting Assistant Principal
1000048	Acting Head Teacher
95100000	Stadium Director
96470000	Senior Training Assistant-R.O.T.C.
98090004	Supervisor-R.O.T.C.
98340000	Senior Military Instructor
98350000	Assistant Military Instructor
98390000	Senior Administrative Assistant-R.O.T.C.
98410000	School Social Worker
98590000	Teacher Psychologist-Interns
98800000	School Psychologist
98890000	School Nurse
98910000	Teacher-Speech Pathologist
99010000	Teacher-Citywide
99010030	Teacher-Audiologist
99010055	Teacher-Citywide Bilingual

Note: Itinerant teachers participate in induction in-services indicated by their respective departments. The teacher Induction Program may be the induction program that a given department selects for their teachers.