

AMEND BOARD REPORT 00-1025-PO1 ADOPT A POLICY FOR NEW TEACHER INDUCTION

EXECUTIVE SUMMARY AND RECOMMENDATIONS

Policy addresses the need to provide new teachers with appropriate support and information to maximize the effectiveness of their teaching performance and to raise student achievement levels.

Chicago Board of Education
the Chicago Public Schools

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PURPOSE: The teacher induction program will provide new teachers with appropriate support and information to maximize the effectiveness of their teaching performance and to raise student achievement levels.

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PRESENT POLICY: The current policy, Board Report 00-1025-PO1, is based on the current policy, Board Report 00-1025-PO1.

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HISTORY OF BOARD ACTION: The Teacher Induction Policy of the Chicago Board of Education has been adopted and amended several times since 1999.

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Board Report 00-470, "In-service training for New Teachers" was rescinded October 27, 1999.

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Board Report 99-1027-RO2, "New Teacher Induction Policy" was adopted October 27, 1999.

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Board Report 99-1027-PO2, "New Teacher Induction Policy" was amended October 25, 2000.

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POLICY TEXT: NEW TEACHER INDUCTION

Policy addresses the need to provide new teachers with appropriate support and information to maximize the effectiveness of their teaching performance and to raise student achievement levels.

NEW TEACHERS ASSIGNED TO A CLASSROOM OR A SCHOOL

Policy addresses the need to provide new teachers with appropriate support and information to maximize the effectiveness of their teaching performance and to raise student achievement levels.

The Chief Education Officer recommends that new teachers newly hired by Chicago Public Schools, whether holding regular, temporary, or a Provisional, Illinois Teaching Certificate, and who will have fulltime classroom or school-based responsibilities, will be required to participate in an induction program.

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Administrative support services will be prescribed for new teachers who are assigned to a classroom or a school.

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A series of in-service sessions, conducted outside of regular school hours, sessions will be planned and programmed by staff of Specific Induction Requirements by the CPS Teachers Academy for Professional Development. Sessions for new teachers will be held during Year Three, fifteen clock hours during Year Four.

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New teachers who fail to comply with the requirements shall be subject to dismissal. Failure to comply with the induction mandate will be recorded on the given teacher's personnel record and may jeopardize obtaining a standard or Illinois Teaching Certificate.

Requirements are as follows:

- A New teacher with less than one year of teaching experience will participate in a two year induction program:
 - o Year One: Orientation; interactions with an assigned mentor which will include reciprocal observations, an approved self-selected professional development action plan, and approved self-selected professional development associated with submission of a professional development action plan.
 - o Year Two: A teacher with one or more years of teaching experience will participate in a one-year induction program.
 - 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 and approved self-selected professional development.
 - o Teachers in school approved for alternative induction plans will participate in the local school induction program.

CHICAGO PUBLIC SCHOOLS

Teachers Academy for Professional Development

CPS Tea

(7-1-02)

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

Job Code	Job Title	00000005	High School
0008	Provisional Substitute Teacher Assigned (EINPP)		0000
0021	Acting Guidance Counselor		0000
0049	Teacher		0000
0049	Full-Time Basis Substitute Teacher (F.T.B.)		0000
0053	School-to-Careers Resource Teacher		0000
0054	Program Option Teacher		0000
0055	Bilingual Teacher		0000
0057	Effective Schools Teacher		0000

Special Support Teacher

00000055

High School

Librarian

98330000

Teacher

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

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

Job Code	Job Title	00000005	High School
00000005	Provisional School Social Worker Intern		00000000
00000005	Provisional Day-to-Day Substitute Teacher		00000000
00000006	Cadre Substitute Teacher		00000000
00000007	7.5 Day Day-to-Day Substitute Teacher		00000000
00000008	Displaced Full-Time Basis		00000011
00000016	Part-Time Speech Pathologist		00000016
00000017	Head Teacher Licensee Practica Nurse		00000017
00000048	Head Teacher		00000048
00000050	Playground Teacher		00000050