

2019-20

FIRST-YEAR TEACHER BOOKLET



NORTH DAKOTA
TEACHER
SUPPORT
SYSTEM

FIRST-YEAR
TEACHER

NAME _____

SCHOOL _____

NDTSS Mentoring Program



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Click on: NDTSS logo



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Welcome!



North Dakota
Teacher
Support
System

We are excited to welcome you into the teaching profession!

Your building principal has chosen a mentor for you and enrolled you into the North Dakota Mentoring Program through NDTSS. Your mentor will be attending training to ensure that they are prepared to successfully mentor and support you throughout the upcoming school year.

You may be wondering what you will do with a mentor?

Here are just a few of the supports a mentor can provide:

- ◇ **One on One conferences** to reflect, plan and problem solve
- ◇ **Observational Feedback** on areas of your teaching that you would like to strengthen
- ◇ **A listening ear** when you need to discuss challenges and goals
- ◇ **Accountability** and resources as you work to meet the needs of diverse learners
- ◇ **A model** for a lesson or strategy you would like to try

The state of North Dakota is unique in the support that is given through the NDTSS Mentoring Program. It is our hope that you will embrace the opportunity to receive a mentor. As teachers, we are always learning. Mentors will often learn just as much from you as you will learn from your mentor.

Each month you will receive a **newsletter in your email**. The newsletters will contain information about the mentoring program as well as other resources to support your first year as a teacher. We are here to support you. You may email or call; I always enjoy talking to you!

"If we create a culture where **every teacher** *believes* **they need to improve**, not because they are not good enough, **but because they can be** *even better*, there is no limit to what we can achieve."

- Dylan William

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NDTSS Mentoring Program Invites you to participate in the **FIRST-YEAR TEACHER COURSE**



WHO

First-Year Teachers enrolled in the Mentoring Program



WHEN

- ♦ Part 1– October -January
- ♦ Part 2– January– May



Part 1 is not a prerequisite for Part 2

WHERE

Online– all materials included



WHAT

- ♦ Optional
- ♦ 2 Credit hours- \$100/semester

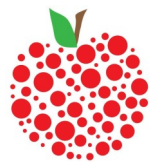


ONLINE PROFESSIONAL LEARNING COMMUNITY

- ⇒ Connect with other First-Year Teachers in North Dakota, discuss hot topics in education, and share ideas and resources.

ACTION PLAN

- ⇒ Develop and implement a classroom action plan.
- ⇒ Collaborate and reflect with other First-Year Teachers and experienced Responders.



Registration opens on September 3. You will receive an email with registration information or visit our website for more details www.nd.gov/espb/first-year-teachers.

Quotes from First Year Teachers

NDTSS Mentoring Program

My year of teaching has been full of ups and downs. I loved every minute of it. This program helped me throughout my whole year and I couldn't be more grateful. I was able to reflect with my mentor and received a ton of guidance from her as well. It was amazing watching my students grow throughout the year."

- First Year Teacher

"I really benefitted from observing other teachers within my school at various grade levels. It provided me with ideas to use in my own classroom." – First Year Teacher

"The Mentor Program was incredibly beneficial to my first year of teaching! It was so nice to have someone to reach out to for questions, or any other assistance in a year completely "on my own"."- First Year Teacher

"I had such a wonderful mentor! I can not thank her enough for the continuous support and guidance she gave me throughout the year. I truly believe my mentor attributed so much to my success as a first year teacher!" –

First Year Teacher

Without my mentor this year, I would have felt very lost! Knowing that I had someone there to help me and answer any questions I might have, gave me reassurance to try things on my own, but also gave me the option to have someone to ask when I didn't know what to do." – First Year Teacher

ONE-ON-ONE CONFERENCES

Why? What? How many?

- * You will meet with your mentor 15 times each semester, for a total of 30 hours a year.
- * Each one-on-one conference is designed to follow the Reflect Focus Plan Implement Cycle (RFPI).
- * The RFPI cycle creates a structure for the meetings that is efficient and effective in moving you forward towards your professional goals

During the one on one conferences you will :

- ◆ celebrate progress
- ◆ discuss what is going well
- ◆ discuss challenges
- ◆ decide on a focus for the conference
- ◆ identify teaching standards that you want to work on
- ◆ look at student work or observation evidence
- ◆ brainstorm possible solutions
- ◆ discuss potential resources that could support your goals
- ◆ plan next steps for you and your mentor



It works best to set a regular weekly scheduled time for the one on one conference meeting.

OBSERVATION

Why? What? When?

Your mentor will observe you six times during the school year. The observations should last a minimum of 15 minutes. You will help your mentor identify a focus for the observation. Your mentor will give you feedback based on the focus that you decided on for the observation. Observations will occur in September, October, November, January, March and April



You will observe other teachers a total of nine hours during the year. Six hours in the 1st semester and three hours in the 2nd semester. Observing another teacher is a tremendous opportunity to see your colleague in action. Work with your mentor to schedule these observations and discuss what you would like to focus on during your observation.

You will record your teaching two times during the year. You and your mentor will watch the recording and discuss what you see. Video recording is a best practice that educators use to help them reflect on their practice and grow professionally.



Model Code of Ethics for Educators



Principle I: Responsibility to the Profession

The professional educator is aware that trust in the profession depends upon a level of professional conduct and responsibility that may be higher than required by law. This entails holding one and other educators to the same ethical standards.

Principle II: Responsibility for Professional Competence

The professional educator is committed to the highest levels of professional and ethical practice, including demonstration of the knowledge, skills and dispositions required for professional competence.

Principle III: Responsibility to Students

The professional educator has a primary obligation to treat students with dignity and respect. The professional educator promotes the health, safety and well-being of students by establishing and maintaining appropriate verbal, physical, emotional and social boundaries.

Principle IV: Responsibility to the School Community

The professional educator promotes positive relationships and effective interactions, with members of the school community, while maintaining professional boundaries.

Principle V: Responsible and Ethical Use of Technology

The professional educator considers the impact of consuming, creating, distributing and communicating information through all technologies. The ethical educator is vigilant to ensure appropriate boundaries of time, place and role are maintained when using electronic communication.



Calendar for Scheduling Meetings 2019-20

August

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

March

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
					1	2
3	4	5	6	7	8	9
1	11	12	13	14	15	16
17	18	19	20	21	22	23
24	31	25	26	27	28	29

Notes

[illegible]

Ideas



