Support Plan for Novice Teachers

- After signing a contract with the Paterson Public School District, a new teacher is given a New Teacher Handbook (published by the Department of Human Resources), A New Teacher Resource Book (published by teacher trainers in the Office of Professional Development), and Robert Marzano’s books, Classroom Instruction That Works and Classroom Management That Works. (budget items)

- Prior to September 1st, a four day orientation is focused on: (budget item)
  - District initiatives
  - The curriculum
  - Implementation of the new Common Core State Standards
  - The new teacher evaluation tool
  - Technology training
  - A tour of Paterson and a history lesson about its historical significance and diversity

- Ongoing, structured training and support is provided by the mentor teacher for one year as required as well as ongoing support from Professional Development coaches until teacher obtains tenure.

- The mentor teacher will be trained on expected instructional practices. (budget item)

- End of the year (June) workshop will be available for prospective mentors to acquire mentor certification. (budget item)

- Coaches in the Office of Professional Development will visit schools to offer support to the novice teachers.

- Office of Professional Development website will have a resource page for novice teachers including a novice teacher Hot Line to troubleshoot problems as they arise.

- Principals will be instructed to provide opportunities for novice teachers to visit classrooms of exemplary teachers to observe best practices.

- A midyear Meet and Greet will be held on a Saturday, for for the new teachers to network and discuss practices with their novice peers. Workshops given by teacher trainers in classroom management and instructional strategies will also be available. (budget item)
• The principal will arrange collaborative planning opportunities at grade level team meetings or departmental meetings for the novice teacher.

• walkthroughs, observations, and feedback sessions with the novice teacher will be conducted by content supervisors.

• EDMODO, a networking tool for novice teachers, will be established.

• Paterson Public School Credit Units will be given to novice teachers for sustained professional development. 1 CU = 1 college credit hour (18 hours). Training is provided by any Paterson certificated staff member who submits a proposal, syllabus, and curriculum. An expected performance outcome will be the summative evaluation. (budget item)

• An end of the year Meet and Greet is planned to celebrate the novice teacher’s first year successes and their contribution to the school district’s improvement. Token gifts will be provided. (The Chamber of Commerce will be contacted for donations of refreshments) (budget item)