

## IMPORTANT DATES

**June 26**

**Foundations of  
Differentiated Instruction**

**June 27**

**PBIS: Effective Classroom and  
Behavior Management**

**July 30-August 1**

**An Introduction to Conroe ISD  
for New Hires**

*Please contact your principal for  
additional training dates*

### Contact Information

**Chris Reichelt**

Gifted & Talented Specialist  
936.709.7817/creichelt@conroeisd.net

**Mariann Patterson**

Administrative Assistant  
936.709.8202/mapatterson@conroeisd.net

Conroe Independent School District

## NOVICE TEACHER ACADEMY

As part of its commitment to academic achievement and quality teaching, the Conroe Independent School District has designed an induction program to support beginning teachers.

Our Novice Teacher Academy provides essential professional development aimed at meeting the needs specific to moving from initial preparation to master teaching.



Conroe Independent School District





An Introduction to Conroe ISD for New Hires	July 30-August 1, 2018
Technology Sessions	Summer 2018 and after school sessions throughout the year
Mentoring Program	Campus Assigned Mentor Contact as assigned
PBIS: Effective Classroom and Behavior Management	June 27, September 18, November 1, 2018 & January 17, 2019
Content Area Professional Development	Sessions offered throughout the year
A Framework for Understanding Poverty ( <i>A Ruby Payne Program</i> )	June 14, 2018 with additional dates available during the 2018-2019 school year
Foundations of Differentiated Instruction	June 26, 2018 with additional dates available during the 2018-2019 school year
Assessment in Action Grades K-12	June 28, 2018 with additional dates available during the 2018-2019 school year

## Goals

**G**rowth in teaching practices that increase student achievement

**R**etention of teachers

**O**rientation to the educational culture

**W**ell-being of the teachers



Some teachers enter the field of education through the traditional route of university preparation, still others use alternative certification. Whatever the route that is taken, the gradual acquisition of knowledge, experience, and responsibility is not the reality in most teaching assignments.

*The beginning teacher is expected to assume the same tasks and responsibilities as the most seasoned teacher on the staff. You will be expected to perform your full complement of duties immediately while learning them at the same time.*

Dr. Harry Wong, 2005

The Novice Teacher Academy (NTA) is a cornerstone of support and professional development for newly hired teachers with zero years of full-time teaching experience. A professional development path has been created for our Novice teachers with an emphasis on best practices in both instruction and content pedagogy. Novice teachers in their first year in Conroe ISD will be required to attend PBIS: Effective Classroom and Behavior Management, Foundations of Differentiated Instruction, and six (6) hours of content area sessions. Teachers in their second year will be required to attend Assessment in Action and an additional six (6) hours of content area professional development. Novice Teacher Academy Orientation will be an embedded strand in the Introduction to Conroe ISD in August. It will feature a schedule of induction trainings including the CISD Instructional Model, technology, and an overview of CISD programs. Further opportunities to learn will be provided through subject area Curriculum and Instruction staff development.

### Mission Statement and Purpose

The mission of the CISD Novice Teacher Academy is to provide support that encourages acquisition of teaching skills and professional growth in teaching practices. The purpose of the CISD Novice Teacher Academy is to assist in the acclimation to the educational environment by teaching and modeling best practices.