

## 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 learning aimed at meeting the needs specific to moving from initial preparation to master teaching.

## IMPORTANT DATES

**July 28-30**

An Introduction to Conroe ISD for  
New Hires

**September 25**

PBIS: Effective Classroom and  
Behavior Management

**February 12**

PBIS: Effective Classroom and  
Behavior Management

*Please contact your principal for  
additional training dates*

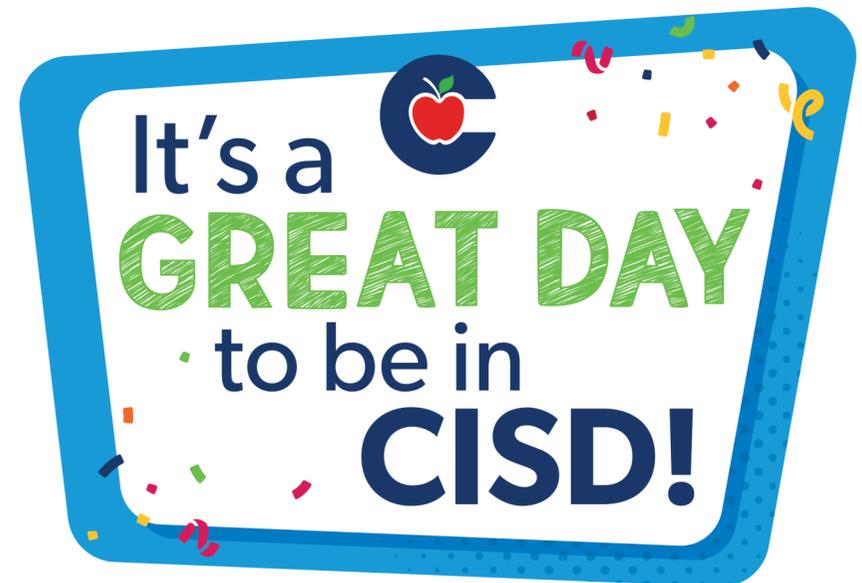
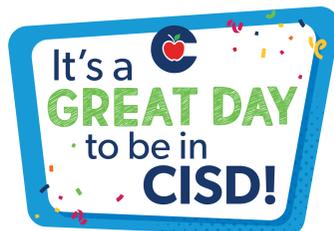
### Contact Information

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## 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 learning for newly hired teachers with zero years of full-time teaching experience. A professional learning 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 and twelve (12) hours of content area sessions. Teachers in their second year will be required to attend and an additional twelve (12) hours of content area professional learning. Introduction to Conroe ISD sessions in July will feature a schedule of trainings including induction technology, PBIS: Effective Classroom and Behavior Management, and content curriculum. 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.

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An Introduction to  
Conroe ISD for New Hires

July 28-30, 2021

Technology Sessions

Summer 2021 and after school sessions  
throughout the year

Mentoring Program

Campus Assigned Mentor Contact  
as assigned

PBIS: Effective Classroom and  
Behavior Management

Intro to CISD, September 25, 2021 and  
February 12, 2022

Content Area Professional Learning

Sessions offered throughout the year