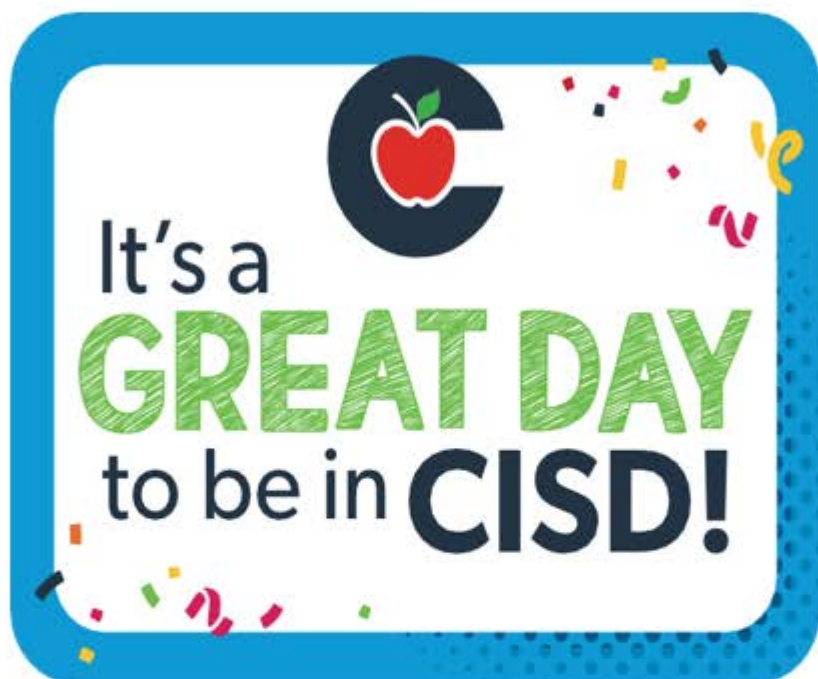


Conroe Independent School District

Novice Teacher Academy



Conroe Independent School District has designed an induction program to support beginning teachers as part of its commitment to academic achievement and quality teaching. Our Novice Teacher Academy provides essential professional learning to move from initial preparation to master teaching.

2024-2025

About Novice Teacher Academy (NTA)

Some teachers enter the field of education through the traditional route of university preparation, and others use alternative certification. Whatever the path, the gradual acquisition of knowledge, experience, and responsibility is not the reality in most teaching assignments. 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, emphasizing best practices in instruction, and content pedagogy. In their first year in Conroe ISD, novice teachers 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 participate in an additional twelve (12) hours of content area professional learning. Introduction to Conroe ISD sessions will feature a training schedule, including introduction of technology, PBIS: Effective Classroom and Behavior Management, and content curriculum. Further learning opportunities will be provided through content area professional learning throughout the year.

Mission

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

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Novice Teacher

The Beginning Teacher's Field Guide: Embarking on Your First Years

The personal side of starting a teaching career- the joys and pains- often goes undiscussed. *The Beginning Teacher's Field Guide: Embarking on Your First Years* offers the advice and empathy K-12 beginning teachers so desperately need. Author Tina H. Boogren pairs the six phases a new teacher goes through- (1) anticipation, (2) survival, (3) disillusionment, (4) rejuvenation, (5) reflection, and (6) second anticipation- with personal essays she wrote during her first years in the classroom. She arms readers with classroom strategies and self-care practices tailored to the challenges they're likely to encounter in each phase, and encourages them to record their reflections directly in the book.

Supporting Beginning Teachers

New teachers are leaving the profession at an alarming rate. To help retain and develop beginning educators, professional guidance and support during their initial years in the classroom are vital. In the second edition of *Supporting Beginning Teachers*, author Tina H. Boogren provides updated research and additional strategies for mentoring the newest educators. With this book's framework for designing a meaningful and comprehensive teacher mentoring program, K-12 mentors, coaches, and school leaders can develop new teachers' confidence and expertise.

PBIS: Effective Classroom & Behavior Management (CHAMPS)

Positive Behavior Intervention and Supports (PBIS) is the foundation for all that we do in Conroe ISD. PBIS is a positive, proactive and instructional approach to strengthen school climate, improve classroom management, promote positive relationships in schools, and provide students with social and behavioral skills needed to be successful learners.



CONROE
INDEPENDENT
SCHOOL DISTRICT

Important Dates

July 31

Intro to Conroe ISD for New Hires: Day 1

August 1

Intro to Conroe ISD for New Hires: Day 2

August 2

New Teacher Campus Orientation

August 7

District Wide Professional Learning
CCHS, CHS, TWCP, WHS, DAEP, JJAP

August 9

District Wide Professional Learning
GOHS, ORHS, TWHS

September 23

NTA Year 1 Meet and Greet

November 5

Intro to Conroe ISD for New Hires: Day 2.5

February 27

NTA Year 1 Meet and Share

Contact Information

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