**Acme Regional Office of Education (AcmeROE)**

**Beginning Teachers Matter**

**Who**? A regional partnership of the ROE and eight districts are ready and willing to faithfully implement **Beginning Teachers Matter** -- a robust menu of induction and mentoring components. The Regional Office will deliver professional development, oversight and assistance to these eight partnering districts and their 64 new teachers and mentors who are teaching in 53 schools with a combined enrollment of 20,098. Key contributors include the AcmeROE coordinator, eight district leaders, 64 mentors, and 64 new teachers actively engaged in mentoring, professional development and formative assessment.

**What**? **Beginning Teachers Matter** is built on the following foundations: Induction for the 21st Century Educator, ISBE Approved Induction and Mentoring Guidelines, building capacity, faithful implementation, ongoing communication and coordination, professional learning communities, formative assessment and program evaluation.

**Why?** To strengthen teacher quality and retention, design and deploy school support systems that promise the new teacher intense, one-on-one mentoring, professional development and formative assessment. A strong induction program is absolutely essential to recruit, continuously develop and retain new teachers. Without it, schools cannot become the engaging learning communities that all students deserve.

**When?** In the spring, launch the district leaders’ planning and professional development, and begin the district and school capacity building phase. In the early summer, deliver ICE 21 mentor curriculum. Over the summer, districts align resources, stakeholders, schedules in order to faithfully implement their plans. In late summer, new teachers participate in Orientation, and other professional development as needed. In the Fall, reschedule both Administrator Academy and Mentor Series. All along the way, convene coordinator, mentor and new teacher conversations to coordinate, gather feedback and make revisions as needed.

**Where?** Teachers Matter activities will take place on site at schools where new teachers work, at the Regional Office where most of the professional development and meetings take place, online in the virtual community created by the Illinois New Teacher Collaborative, and regionally where other Area 2 ICE 21 ROE’s are delivering and learning from similar program.

**How?** Through the $100,612 requested from the Beginning Teacher Pilot and the

additional 15% match or $15, 092 contributed by the ROE and districts. Because all partners in this initiative believe that **beginning teachers matter**, they are willing to commit whatever it takes to make sure they are successful.

**Calendar of Objective and Activities:**

**1. To Deliver ICE 21 Professional Development**: Three Tiered—Administrators, Mentors, and New Teachers and delivered at the schools, district and ROE

**All**: Illinois New Teacher Collaborative State Conference **Feb 26 and 27** in Springfield

Administrators: **April 3** Workshop Creating an Approvable Induction and Mentoring Plan (to be rescheduled in the late summer.)

**Mentors**: **June 25-27** The Mentor Series—Mentoring 101, The Coaching Cycle, Formative Assessment and Analyzing Student Work (to be repeated in the fall.)

**Administrators**: **June 30** Administrative Academy Overview (to be repeated in the fall.)

**New Teachers**: **Prior to start of school year**--District Orientation, **during school year**--school meetings and professional development designed and delivered by district, **weekly sessions** with mentor. **Late Summer**-Mid First Quarter ROE begins New Teacher Series—The Comprehensive Educator: Ten Strategies for New Teachers, **End of First Quarter**, Meeting First Semester Challenges: Strategies and Resources for the New Teachers; **Early to Mid Third Quarter**; Meeting Second Semester Challenges: More Advanced Strategies and Resources

**2. To Build Capacity for Implementing an ISBE Approved Induction and Mentoring Program**:

**April 1** Area 2 Leadership Meeting

**Between April 3 and June 30**, the ROE will assist district in negotiating with diverse stakeholders including the union and School Board to reach consensus on a workable, approvable Induction and Mentoring Plan, to post that plan for approval from the Certification Board.

**June 30-Start of School**: District Coordinators will work their plan by aligning resources, schedules, district and/or school meetings, professional development, and other necessary components to ensure faithful implementation of the plan for induction.

**During the School Year:** Participate

Implementation