QPS Teacher Mentor Project

“Individual Induction Plan” – Information and Guidelines

The purpose of the Individual Induction Plan is to facilitate professional growth for each protégé in Quincy Public Schools—through ***reflection*** and ***focused effort***, coupled with ***support*** and ***feedback*** from the mentor. The “Individual Induction Plan,” therefore, is a personalized professional growth plan that is developed and monitored collaboratively between the protégé and mentor. This development and monitoring will involve the protégé’s personal reflection, as well as the consideration of several key points of reference—including the *Illinois Professional Teaching Standards*, *Content Area Standards*, building School Improvement Plans, and feedback from observations.

Some specific information relative to the “Individual Induction Plan” process includes:

1. After reading and considering the *Illinois Professional Teaching Standards* and the relevant *Content Area Standards*, the protégé will begin to reflect about the area in which he/she would like to develop a personal professional growth goal.
2. Through conversation with his/her mentor—as well as through considering information gathered during observations of the protégé by the mentor and/or feedback from other observations (e.g., colleague, evaluator, etc.)—the protégé and mentor will collaboratively develop the “Individual Induction Plan.”
3. The goal is to have the “Individual Induction Plan” developed by the middle of October, 2008**.** Both the protégé and the mentor will retain a copy.
4. The protégé will be neither required nor asked to share the “Individual Induction Plan” with any member of his/her evaluation team. (A protégé may choose to share it if he/she wishes.) The Teacher Mentor Team will, however, collect information regarding the areas in which protégés are focusing—for the purpose of providing support, resources and training to assist new teachers in meeting their goals.
5. Throughout the school year, the protégé will invite the mentor (and/or the mentor will offer) to assist in monitoring the progress being made regarding the goal and the related Action Plan activities. Artifacts, student observations/evidence, feedback received, and self-assessment and reflection will be utilized throughout the ongoing monitoring process.
6. Because the purpose of the “Individual Induction Plan” is to facilitate **growth**, **reflection**, **self-assessment** and **increased expertise** on the part of the protégé, the activities and other specific steps outlined within the Plan may well evolve and/or be revised as the year unfolds.
7. The protégé and mentor will have an end-of-the-year summary conference to make final comments and determinations regarding the progress made and possible considerations for future goal(s). Near the end of the 2008-2009 school year, each protégé will be invited to submit to the Teacher Mentor Team a written reflection about the “Individual Induction Plan” process—including, for example, what aspects were most helpful/supportive, personal growth/expertise that was developed, suggestions for the future, etc.

### **QPS Teacher Mentor Project**

#### Individual Induction Plan

Protégé Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Grade/Subject Area \_\_\_\_\_\_\_\_\_\_\_

Teacher Mentor \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ School Year \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# *Illinois Professional Teaching Standards*

1. Content Knowledge 7. Communication

2. Human Development and Learning 8. Assessment

3. Diversity 9. Collaborative Relationships

4. Planning for Instruction 10. Reflection and Professional Growth

5. Learning Environment 11. Professional Conduct

6. Instructional Delivery

Illinois Professional Teaching Standard: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Performance Indicator(s):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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## Content Area Standard, if applicable: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Performance Indicator(s): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Professional Goal*: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

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## How will the goal contribute to increased student achievement? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Evidence of success based on student performance, skills, and or achievement (to be completed after final summary conference):  
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Action Plan on back 🡺

##### Action Plan

|  |  |  |
| --- | --- | --- |
| ***Activities*** | ***Target Date*** | ***Resources Needed***  *(people, courses, books,*  *in-services, etc.)* |
|  |  |  |