

2020-2021 Syllabus and Schedule

Pittsfield Public Schools Induction Program

Year One and Two Combined

New Educator Orientation (NEO/NTO) and the first year of New Educator Induction (NEI/NTI) are required by the Commonwealth of Massachusetts and your contract with the district. The second year of induction is optional but must be completed in order to advance your educator license.

Pittsfield has decided to restructure its induction programming this year to accommodate the large number of new educators and the variety of needs. The sessions outlined below are aligned to Research for Better Teaching curriculum and district priorities and policies. Educators may choose the sessions that would be most helpful to their current needs and interests.

First-Year Educators¹: You must attend all mandatory sessions. You must also attend a minimum of 5 additional sessions of your choosing. You may attend additional sessions.

Second-Year Educators²: To complete the required number of hours, you must attend a minimum of 8 sessions of your choosing. You may attend additional sessions.

Your contractual obligation is 15 hours. To accommodate for early dismissals and other circumstances, we plan for 16 hours to ensure hours are met for all participants.

Mandatory Sessions for ALL First-Year Educators / Optional for Year Two		
August 19, 20, 21 8:00 am - 3:00 pm	New Educator Orientation	Three-day initial orientation completed conference-style. Tentative Schedule
September 8 4:00 - 6:00 pm	Welcome, Check-In After First Weeks, Future Session Registration, General Q&A	Review of some key strategies to manage your new role as educator, review of upcoming sessions and registration
September 22 4:00 - 6:00 pm	Evaluation and Goal Setting	Extended overview of the evaluation system and procedures for setting goals and submitting evaluation evidence
December 15 4:00 - 6:00 pm	Submitting Formative Evidence in TeachPoint	Overview on the process for submitting formative evidence in TeachPoint before the January deadline

Additional Credit-Bearing Sessions		
All sessions are Tuesdays from 4:00 p.m. to 6:00 p.m. unless otherwise noted		
September 29	Establishing Routines and Creating an Educational Space	Assistance in creating the essential routines that students will need to know to be successful and strategies for teaching those routines

¹ **First-year educators** are those teaching for the first time in the Pittsfield Public Schools as an educator regardless of your licensure status or previous teaching experience.

² **Second-year educators** have already completed their first year of induction. Year two is only required for a teacher seeking to obtain an initial teaching license and must only be completed once in any Massachusetts school district.

October 20	Building Your Instructional Toolbox	Instructional strategies and ideas to ensure engagement and learning
October 27	Effective School-Home Communication	Connecting with student families and support networks is key to supporting your curriculum at home
December 1	Formative and Summative Assessment Strategies	Various ways to formatively and summatively assess your students
December 8	Discipline and Desired Behaviors	Effectively use Positive Behavior Intervention and Support programs and discipline strategies
January 19	Differentiating Instruction, Intervention and Enrichment	Strategies, practices, and tools you can use to meet the needs of all of your students, including English Learners, special education, and advanced students
January 26	Planning for Success	Using a standard to identify the desired learning outcome, differentiated teaching strategies, formative assessment, and criteria for success
March 2	Establishing Personal Relationships	Improve classroom climate by creating meaningful relationships with your students
March 9	Making a Roadmap - Aligning Instruction to the Standards	Reviewing your instructional map and the state standards to plan out the rest of your year
May 4	Making Student Thinking Visible	Strategies to make sure that all students are learning and demonstrating their individual understanding
May 11	Expanding Your Instructional Toolbox	Reflect on your year to identify the strategies and practices that make up your “toolbox”

Optional Non-Credit Sessions	
October 6	Drop-In Session for Individual Needs
December 15	Formative Evidence Submission Support
February 9	Drop-In Session for Individual Needs
April 6	Summative Evidence Submission Support

Program Framework

Our NEI sessions are based on the work of Research for Better Teaching, an organization dedicated to improving educational outcomes through research-based interventions and beliefs. We’ve created our sessions using the Skillful Teacher Framework on the right developed by RBT. Each segment of the pyramid is a different teaching skill that can be developed to improve outcomes. The Pittsfield Public Schools have worked extensively with RBT to improve instruction, learning outcomes, and feedback practices.

