

Numbers to Know

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Beginning Teacher Support and Assessment

Acronyms to Know

- BT** - Beginning Teacher
- SSP** - Site Support Provider
- IIP** - Individual Induction Plan
- BTSA** - Beginning Teacher Support and Assessment
- CSTP** - California Standards for the Teaching Profession

Coming Events:

Towards Equity:

March 15/16 and
April 27/28

Portfolio Completion Dates:

May 1, 3, 15, or 16.
Please remind your BT and SSP to schedule or confirm a substitute.

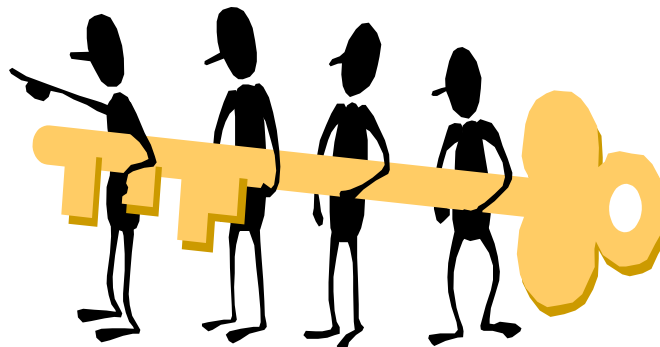
This event was sponsored by Stanislaus County Office of Education and Salida Union School District. Many thanks for all the support that was given to make this a success!

Individual Induction Plans Chart the Course

All beginning teachers (BT's) have just written their Individual Induction Plans (IIP's). These plans are central to the BTSA process and will assist the new teacher to improve in a specific area chosen by the BT, with input from the Site Support Provider (SSP). BT's looked over evidence of past SSP observations and other sources of information

about their teaching before writing their plans and part of the process included reviewing suggestions or concerns from their administrators. BT's should focus efforts and adjust their plans as they address their

chosen area. SSP's are asked to assist their BT's as they work on this plan. Second year BT's in the project need to observe a veteran teacher as part of their plan. Your advice about which talented teachers to observe would be much



Drafting the Induction Plan is like holding the key to success for classroom instruction.

appreciated. All of the work collected by the BT and the SSP as they work on the Plan will be consolidated into a formative portfolio in May.

Math Rocks with Kay Toliver! π Σ $\frac{3}{8}$ \leq

On February 3rd, Kay Toliver, an extraordinary math teacher, presented at CSUS for 230 beginning teachers and interested veterans. Miss Toliver, from East Harlem Tech, is a math teacher with a very creative style. She emphasizes using communication as a tool when teaching math. Whether it is through song, speech,



Sue Rich, left, with Teri Maybee, Kay Toliver and Ruth Des Roches.

**BTSA
Director
Susan Rich says...**

Principals have offered lots of great ideas about supporting new teachers during the BTSA Administrator's Academy. Here are some of their practices:

Staff Meetings:

- ⇒ Include time for veterans to "confess" most embarrassing moments from their first year.
- ⇒ Compliment new teachers publicly when possible.

New Teacher Orientation:

- ⇒ Send new teachers to a motivational conference
- ⇒ Hold new teacher meetings regularly
- ⇒ Create a "survival bag" for new teachers
- ⇒ Make personal phone calls to new staff members to see how it's going

Protective Practices:

- ⇒ Guard the room of the teacher leaving the school so the new teacher has materials to begin class the next year.
- ⇒ Take over the new teacher's classroom to provide time for observations or things needed to be accomplished.

More next time! Thanks for your suggestions.

"As math teachers, we have the responsibility not just to develop students' math skills but to prepare them to be able to use those skills in life." K. T.

Toward Equity Training Coming Your Way!

Toward Equity, a workshop designed to probe the emotional issues of students and their cultures in the classroom, is going on now and will be repeated in the early summer. Participants meet on Friday evenings and Saturdays and miss no time from the classroom. The workshop is directed to assist educators in creating an inclusive environment in their classrooms.



Belia Hawkins, TE trainer, explains a concept to participants.

materials, the workshop addresses needs for all educators, both new to the field and experienced. It is applicable to all grade levels. Participants are actively involved in the training and are able to take activities back to the classroom for immediate implementation. One unit of credit is available. For more information, call about Towards Equity, call Chris Roe @ 525-4906.

As part of the BTSA training

Keep your eyes open for Administrator's Academies coming your way!

Observations, Observations!

SSP's have been in and out of the classrooms of the BT's for some time now. Each general meeting with all of the SSP's and the BT's addresses a standard of the California Standards for the Teaching Profession (CSTP), such as Engaging All Students or Classroom Environment. After these meetings, the BT is observed by the SSP to monitor progress in the area of focus. The BT and SSP discuss the ob-

servations in depth and come to conclusions that will enhance the performance of the BT. Throughout the year, the SSP's will be in the BT's classrooms numerous times to monitor progress. Reflective conversations regarding the successes and frustrations BT's may be having in their classrooms are part of the observation debrief.

Kay Toliver, continued.

chants, riddles, or meaningful stories, students learn about how math works as opposed to just learning math facts. Miss Toliver believes in making math real for the students. She values wrong answers and uses them as a learning tools. She has students write explanations of math problems to ensure they have the concept. Her presentation benefited teachers and students who will gain from their teacher's new found knowledge.

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Salida team members performing for the group.