

B TSA INDUCTION NEWS

BEGINNING TEACHER SUPPORT, ASSESSMENT, AND INDUCTION

Numbers to Know

Program Manager: Irma Bravo Lawrence 525-5116

Office Staff: Teri Maybee 525-5131 and Ruth Des Roches 525-6605

Lessons Learned in Site-Based Support for New Teachers

As part of its Project on the Next Generation of Teachers, Harvard's Graduate School of Education is in the midst of a new study to determine how school administrators can best recruit, support, and retain new teachers. Now in its fifth year, this study clarifies what site-based activities will complement BTSA Induction to provide comprehensive support for teachers and give them the best start to their new year.

Support begins BEFORE the new teacher arrives. Principals can help assure the success of their new teachers and decrease the time and effort they'll have to expend correcting problems during the year by adjusting new teachers' assignments, preparation time, location in the school, and the colleagues with whom they will most closely work. New teachers will have a full plate as soon as the students arrive and anything the principal can take off that plate — or at least not add to it — will help. One of the first questions to answer is *What does this teacher need right from the beginning?*

Support continues before the students arrive. New teachers find a quick district indoctrination into policies and union affairs, benefits and health care inadequate in meeting their real needs.

Too often their site orientation focuses on their room and their book, a quick trip around the school to locate the restrooms and teachers' lounge, and a brief discussion about how things are done at the school. These are necessary first steps, but if support ends there, new teachers are too quickly on their own. What

they really need right from the start is a veteran colleague, a knowledgeable and trusted teacher who can answer their immediate questions about the school, their colleagues, what to expect from their students, what technology and resources are available, and how to get their questions answered quickly. As soon as they see their room and know their assignment, these questions take on an urgency. How and how quickly they get answered will determine how well their first day goes. And, how well that very first day goes sets the stage for the whole year.

At the beginning of the school year new teachers need to focus on their immediate effectiveness: the curriculum, instructional methods that will work best with their new students, and those classroom management strategies effective at their school and familiar to their students. These questions can be answered by a teacher-leader trained to mentor new teachers. The sooner they can be paired with their BTSA Support Provider (SP), the better. Once that connection has been made, the SP will take over and continue the support process that the principal has initiated. BTSA Induction will then provide the intensive support required.

Principals who take an active role in creating a collaborative, collegial culture, helping new teachers prioritize professional goals and focusing on maximizing student achievement through continuing student and teacher learning manage a school where the important priority is learning — for everyone.

That is the real key to success.



Teri Maybee: The Heart and Hands of BTSA Retires

Every principal knows their office manager is their most important, most valuable support person and essential to a smooth-running organization. Teri Maybee, the heart and hands of BTSA Induction for the last 11 years, will retire in March and the BTSA program will lose a trusted worker and a good friend.

Teachers may dedicate their professional lives to their students and administrators to their staffs and schools, but it's our support staff who serves everyone. And, very often, they do it behind the scenes and without the recognition they deserve. Let's admit it — they make us look good. Unsung and unassuming, Teri Maybee has mothered and managed our program since its infancy, raising it to new heights and now leaving it in good hands. Not only did she raise the program, but she 'raised' Sue Rich, the first BTSA director, as well. "I came right out of the classroom and had no idea how to direct a program and manage a team. Teri realized immediately that I needed her expertise and her support. From Day One, she guided my growth



Teri Maybee says goodbye.

and the growth of our program. I don't know where we'd be without her. She had the skill, knowledge and, above all, the patience, to help me get started. And she's been the backbone of our program ever since."

Teri's been involved in education through schools, districts and county offices since 1966 working behind the scenes in counseling, technology, Title VII programs, curriculum and instruction, and most recently, BTSA Induction. She puts in the hours to get a job done right because she takes pride in her work. Her pride has spread throughout our program. That pride in quality work is what all administrative and training staff needs. Current BTSA Director Irma Bravo Lawrence and staff are heavyhearted at the impending retirement of their good friend and colleague.

We wish her great happiness and offer our sincere thanks for helping mold and make our program into what it is today. Forty years of educators and administrators say thanks for a job well done.

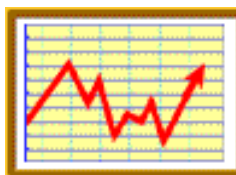


BTSA State Survey Opens March 15th

Every year California evaluates the effectiveness of all BTSA programs in the state by conducting an Internet-based survey. This survey provides us with the valuable feedback from administrators, support providers, and teachers that helps us improve our program and service to new teachers. All administrators are encouraged to participate so we will be able to better serve YOUR needs along with the needs of our new teachers. Teachers will move in and out of the program, but the administrators we serve will reap continuous benefits from our efforts to improve. We will soon be providing you with step-by-step instructions on how to access and take the survey. For news and information about the BTSA program, visit the BTSA State web site at:

www.btsa.ca.gov

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56% of this year's BTSA teachers will participate in our Induction Program to clear their credentials.

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S T A T I S T I C S

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We Now Serve

4 Counties 25 Districts
227 First Year Teachers
156 Second Year Teachers
149 Site Support Providers

School administrators are invited to participate in this year's Portfolio Read Day.
TWO Dates: 5/31/06 & 6/14/06

Save This Date !!