

Scotland Elementary School TEAM District Support Plan - 2019-2022

District Leadership Team

Superintendent: Dr. Francis Baran

District Facilitator: Carolyn Lebeau

DF Email: clebeau@scotlandes.org

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TEAM Coordinating Committee

Carolyn Lebeau District Facilitator

Margaret Bakken Mentor

Catherine Pinsonneault Administrator

Allison O'Connor Mentor

TCC Meeting Timeline

The TCC will meet bi-monthly to discuss any issues with the implementation of the TEAM program.

The TCC will meet with mentors as needed.

District's 3 year objectives

Provide all beginning teachers with the support they need to develop as effective educators;

Ease the beginning teacher's transition into the teaching profession in order to retain effective teachers;

Develop teachers who are reflective practitioners, able to critically assess their practice against CT's teaching standards, and are committed to continuous professional learning;

Provide excellent teachers the opportunity to develop as educational leaders.

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TEAM Funding Allocations:

Mentor stipends:

Data system:

Cooperating teacher:

Professional development:

Module 5

Facilitated by: The District Facilitator

When: Beginning of the second year of teaching

Audience: Beginning teachers and their mentors

Completion: Teachers will sign in to a meeting with mentors and be given a certificate of completion.

TEAM Mentors

Mentor selection criteria: Teachers are asked by administration to be mentors based on their willingness to put in the time required.

Are mentors assigned within 30 days: Yes

Mentor match criteria: Grade level, Content Area, Proximity

Mentor training: Mentors are required to attend a state approved training and update training.

PD for mentors:

Monitoring of the meeting log: Mentors and beginning teachers will keep a log of hours spent meeting. The DF and administration will check those hours periodically (monthly).

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Issues will be dealt with by the District Facilitator and if not resolved will go to administration.

Orientation

beginning teachers have a meeting with administration at the beginning of the year and as part of this there is a discussion of the TEAM program and how it will be implemented.

Failure to meet TEAM Requirements

This will be explained in writing by the District Facilitator and continually reinforced by the mentors.

TEAM Module Progress Tracking

the mentors and the District Facilitator will check in with the beginning teachers as to their progress on deadline dates.

More meeting time and possible substitute time will be given to the beginning teachers.

Method of demonstrating module completion: Teachers will submit a reflection paper to demonstrate completion of each module.

TEAM Reviewers

Reviewers are required to attend a state approved training.

Module review option: Regional Review (RESC Collaborative)

Dispute Resolution and Appeals

All disputes or appeals will be handled by administration.