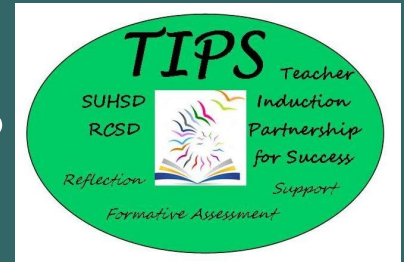


Teacher Induction Partnership for Success

TIPS New Teacher Support



Vision for the Program:

The TIPS program provides new teachers with personalized support that equips them to offer high quality instruction to engage students and foster excellence for the unique student population of the Sequoia Union High School District and Ravenswood City School District

Year I

- Pedagogy
- Classroom Management
- Lesson Planning
- Action: Research

Year II

- Universal Access
- Action Research-Equity
- Special Populations
- English Learners

Professional Development program is tailored to District priorities:

- Common Core Standards and Technology
- Co-teaching and Inclusion
- Professional development connected to District goals and teacher goals
- Professional development and Coaching with in-house experts

What is TIPS? TIPS stands for Teacher Induction Partnership for Success. This two-year, job-embedded program supports General Education and Education Specialist teachers in their first years of teaching and enables them to clear a preliminary credential. The TIPS program encompasses both Ravenswood City School District and Sequoia UHSD, who share the same students, and allows the district to tailor the program to meet specific instructional needs. All teachers with a preliminary credential are eligible to participate in the program.

Benefits of the Program

- Confidential Relationship with a coach who is a teacher released from the classroom to support and observe you
- Support for the evaluation process
- Credits for salary advancement (six per year)
- Personal and professional support

Program Components:

Formative Assessment: Job-embedded work, completed one-on-one with an coach. Activities include Individualized Goal-Setting, Instructional Grouping, Lesson Planning, and Action Research that is all connected to your own classroom and students.

Professional Development: Includes seminars covering a wide variety of topics to choose from and relate to your own goals. Also includes portfolio workshops where all TIPS teachers come together for support.

Portfolio: A collection of evidence that demonstrates application of the induction standards. Written reflections connect to goals, activities, and the CSTPs.

Teacher Leadership Opportunities in the Sequoia UHSD



Mission for Teacher Leadership:

The Sequoia district believes that while teachers should focus on their instruction and student learning for the first few years in the classroom, teachers should then have opportunities to lead and collaborate with colleagues in multiple ways. The district believes in offering leadership opportunities for those who want to remain full time in the classroom as well as those who want to pursue part time or full time leadership positions including coaching and administration. Lastly, the district believes that teachers should be supported and equipped to lead in a variety of ways, and that our best talent comes from within our own district.

Examples of ways to prepare and equip teachers for leadership roles in the Sequoia UHSD:

- Attend District PD
- Participate in a Cohort
- Participate in Instructional Rounds
- Attend the PD Academy
- Attend the Cooperating Teachers Academy
- Pursue National Board Certification
- Participate in the Leading Edge Certification
- Lead a site level cohort or curricular team
- Obtain an Administrative Credential
- Participate in Facilitation PD

Types of Leadership Positions Offered

Site Level:

- Summer school principal
- Mini department lead (Algebra I, English II, etc.)
- Cohort lead (Small group implementing CCSS)
- Cooperating teacher with a Student Teacher
- Department Chair
- AVID Site Coordinator
- Math/English lead
- Aspirations Advocate

District Level:

- Professional Development Facilitator for Workshops
- District Curriculum Team
- TIPS Coach (induction for new teachers)
- PAR Coach (mentoring for veteran teachers)
- Instructional Coach (provides PD, coaching on instructional strategies, curricular support)
- Curriculum Coach (Oversees subject area work and/or programs)

What does leadership mean in SUHSD?

- Facilitates or Leads a project/initiative/team toward a common goal
- Coaches for instructional/curricular implementation

What are the qualities of a leader in our district?

- Implements instructional strategies for students success
- Regularly seeks feedback for growth and has received positive feedback from peers and/or leaders regarding one or more aspects of your instruction
- Passionate about working with peers to achieve goals

What are the benefits of leadership?

- Experience
- Compensation
- Opportunity to grow professionally and learn new skills
- Opportunity for advancement (administration, teacher coaching role, etc.)