

CHRISTINA SCHOOL DISTRICT COMPREHENSIVE INDUCTION PROGRAM (/)

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DELAWARE COMPREHENSION INDUCTION PROGRAM (DECIP)

VISION- To ensure all new educators in the State of Delaware receive full professional and personal support as they develop the essential knowledge, skills and experience that will result in a high quality education for all of Delaware's students, notably those taught by novice educators.

MISSION- To provide the necessary framework, resources, and support to enable and empower all Local Education Agencies (LEAs) to develop and implement a local Comprehensive Induction Program tailored to the needs of new educators and aligned with state and local initiatives.

OBJECTIVES -The Delaware Department of Education seeks to:

1. Empower and support LEAs to plan and implement comprehensive mentoring and induction programs that meet the specific needs of new educators and are aligned with state and local initiatives.
2. Establish a state-wide collaborative community of education practitioners that willingly and openly share resources, assistance, and ideas that increase the support provided to new educators.
3. Support LEAs in the selection and training of highly effective mentors.
4. Assist LEAs in the development of "assessment literate" educators who are able to review student data and use that data to drive instruction in the classroom.
5. Build reflective practitioners who are able to review their present level of professional performance and use that data to set personal professional development goals.

From Delaware Department of Education website: <http://www.doe.k12.de.us/infosuites/staff/ntmentor/default.shtml>
(<http://www.doe.k12.de.us/infosuites/staff/ntmentor/default.shtml>)

Christina School District Comprehension Induction Program (CIP) Overview:

The Christina School District, under guidance from DECIP, provides a three year comprehensive induction program to all initial license educators including teachers, counselors, nurses, and psychologists.

During Year 1, all initial license educators work with a mentor who provides feedback on the new educator's professional practice and assists the new educators with familiarizing themselves with school and district procedures. Additionally, new teachers are required to complete self-reflections of their instruction by videotaping a minimum of two lessons. Year 1 teachers are required to attend a minimum of 4 workshops presented by lead mentors and other district personnel. Workshop subjects include classroom management, parent conferencing, using technology, student engagement, Delaware Performance Appraisal System (DPAS), professional development plans, etc. Camcorders for new teacher checkout are provided through a grant from DeDOE.

During Year 2, new teachers meet in learning teams under the direction of a lead mentor to complete a book study. Christina School District Year 2 teachers use the book [Teach Like A Champion: 49 Techniques That Put Students On The Path To College](#) by Doug Lemov. New teachers complete chapter homework assignments, videotaped self-reflection

of teaching, and facilitate at least one meeting. Teach Like A Champion texts are provided through a grant from DeDOE.

During Year 3, new teachers complete 30 hours of professional development then apply this PD in their classroom. New teachers present their final product to their year 3 colleagues and building administrators. Presentations include but are not limited to: power points, tri-fold displays, videotaped classroom instruction, presentation of student work and data, computer program and SMART board presentations.

Specific program components for counselors, nurses, and psychologists can be found on the DeDOE website <http://www.doe.k12.de.us/infosuites/staff/ntmentor/default.shtml> (<http://www.doe.k12.de.us/infosuites/staff/ntmentor/default.shtml>)

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