**FCCTC Educator Induction Framework**

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| **Induction Process**: The FCCTC Induction is a minimum of two full school years (4 semesters). During this time an approved Mentor will meet with each Inductee on a regular basis and assist them to identify needs, develop goals, and complete reflection documentation and improvement strategies. Mentors will receive a $500 annual stipend if Inductees fulfill all required criteria listed on Mentoring Agreement. Inductees are required to meet a minimum of 30 minutes every two weeks (bi-monthly) and complete at least 14 written reflections per year. Refection statements are provided on school resource drive and in appendix. |
| 1. **Induction Activities**
 | 1. **Peer Observation**

**Substitute Coverage will be provided for New Teachers** | 1. **Induction Documentation**
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| 1. Mentor Meetings (monthly – 30 min meetings to discuss and complete reflection statements and Induction Unit Completion Form)
2. PLC Meetings and Share-out Sessions: (20 hrs based on topics linked to the six elements of the Standards Aligned System - SAS)
3. Peer Observations: Administration will schedule peer observations for mentors and inductees to observe each other’s classroom
4. Learning Walks: Administration will schedule one learning walk per semester.
5. CTC, Industry, and Co-Op Placement Visits
6. TAP Professional Association Activities and Conferences
7. Post-Secondary Education Courses
 | Semester 1 | Semester 2 | 1. Mentoring Agreement
2. Induction Unit Completion Form
3. Educator Induction Portfolio
4. Acknowledgement of Educator Induction Completion
5. Letter of Educator Induction Completion
6. Certificate of Educator Induction Completion
7. Professional Educator Status – (tenure)
8. Permanent Education Certificate (Voc. II or Inst. II)
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| Introduction Progressive Learning POS Task Cards Project Work Orders Using Moodle to Share Resources Project Based Learning Moodle for Testing & Assignments POS Skills Sheet Rubric Creative Student Projects and Assignments Managing Lesson Plans and Curriculum  | Introduction Multi-Sensory ApproachReaching Highest Level of Performance Frameworks to Aid Recall Teaching Problem Solving Teaching Approximation Skills and Use Transferring Practice to Skill Allowing for Celebration Giving Continuous Feedback and Using Growth LanguageProviding Leadership Opportunities |