



New Teacher Induction Overview

2020-2021 School Year

NEW EDUCATOR WELCOME

July 28th-July 30th, 2020 | Virtual Experience

All new-to-DPS educators will convene to be **warmly welcomed** into the DPS community. Participants will feel **connected, empowered, valued, energized and informed** about becoming a part of Team DPS through professional learning and community building experiences designed to provide them the **knowledge and resources to thrive in our diverse DPS community.**

Tuesday, July 28th

Equity is our Core Identity

**Wednesday, July 29th & Thursday
July 30th**

We are DPS | We are here for our kids.

Daily Schedule

9:00-3pm (3.5 hrs)

Content Delivered Live, virtually

- **Welcome Session**
 - Vision and Mission
 - Instructional Excellence Logistical Information
- **Regional Breakouts**
 - Shared Core Values grounded in CRE
- **Community Groups**
 - "Home Rooms" by Region
 - Preparing for NEW learning

Specific timing and delivery of sessions TBD

- Required Sessions
 - Culturally Responsive Education(3 hours)
 - ELA Foundations (3 hours)
 - Content-specific sessions (3 hours)
- Asynchronous, required screen casts
 - Framework for Effective Teaching
 - Portals/Technology
 - SLOs
- End of Experience: Community Groups Closing session
 - Final session; opportunity to reflect on learning and plan for day one with kids

2020-2021 NEW TEACHER INDUCTION

Program Overview

New Teacher Induction: a program provided through various supports in Denver Public Schools to ensure **novice teachers** receive the necessary instructional and socio-emotional support needed to thrive in our schools.

Upon completion, participants will receive an **Induction Certificate which must be shared with the Colorado Department of Education when applying for a professional teaching license.**

*NOTE: The 2020-2021 New Teacher Induction Program has been approved by the Colorado Department of Education.

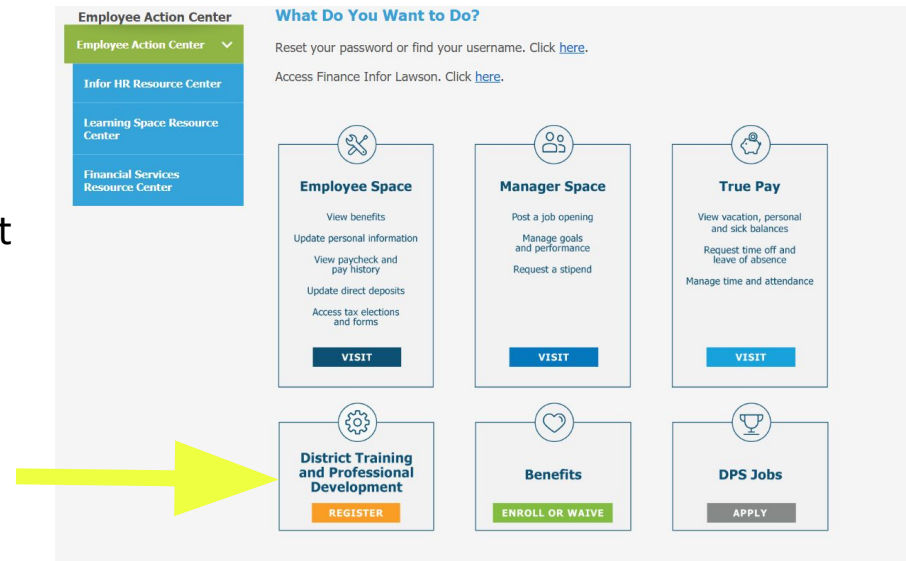
NEW TEACHER INDUCTION

2020-2021 Overview of Requirements

Requirement	Purpose	Minimum Hours
Orientation	Teachers understand the expectations of their role as DPS teachers, know how to access essential resources, and understand the culture and logistics of their schools.	8
Culturally Responsive Education courses	Teachers understand the importance of culturally responsive practices; learn essential components of CRE and have a plan to implement practices into their instruction. Must complete the following courses: <i>Foundations of CRE; Building Culturally Responsive Classroom Communities</i> * Additional optional courses coming soon	5
Ongoing Professional Learning - Year One ELA-T Courses	Teachers understand the importance of supporting our English Language Learners and learn strategies for doing so; teachers must complete Year One ELA-T qualification courses.	39.5
Instructional Coaching	Teachers receive instructional coaching to ensure they are developing into effective teachers; this coaching should be specific to the needs of new teachers	20
Socio-emotional/ Logistical Support	Teachers feel supported and understand the logistics within their school building through ongoing socio-emotional and logistical support	10

NEW TEACHER INDUCTION TRACKING

- When you are hired, you are automatically enrolled in the New Teacher Induction Certification Program through [Learning Space](#). Through this learning management system, you will be able to self-report completion of hours as well as register and get credit for required sessions. When you complete all requirements, you will be prompted to access and print your Induction Certificate. If you have questions or concerns, please email newteachers@dpsk12.org
- Click on the link above to get to Learning Space or go to the [DPS Employee Action Center](#) through the <http://thecommons.dpsk12.org/> and click on the District Training and Professional Development link.
- Log in using your DPS login and password





Certification Programs

Filter

Certification Programs (1)

Pending x

Completed x

Clear All

Dashboard

Catalogs

Curricula

Courses

Certification Programs

Transcript

Reports



New Teacher Induction



Status: IN PROGRESS

Started: 5/20/2019

Deadline: NEVER



- Dashboard
- Catalogs
- Curricula
- Courses
- Certification Programs**
- Transcript
- Reports



New Teacher Induction



Status: **IN PROGRESS** Certification Completi... Never
 Started: 5/20/2019 Certification Maintena... No
 Deadline: **NEVER** Certification Expiration: Certification never expires
 Completed 0 of 4 Recertification: No

Description Objective Notes

A program provided by various support groups throughout Denver Public Schools to ensure teachers new to DPS receive the necessary instructional and socio-emotional support needed to get better faster and stay longer in the classroom. Novice Teachers: a teacher with an initial or alternative license who must complete an induction program approved by the Colorado Department of Education in order to apply for a professional license The 2019-2020 New Teacher Induction Program has been designed to meet the requirements outlined by the Colorado Department of Education. All novice teachers must complete DPS Induction requirements in order to receive an induction certificate which they must submit with their application, to the CDE, for a professional license.

Filters:

Program Structure

- New Teacher Induction **IN PROGRESS**
- NTI Orientation/Pre-Service PL **NOT COMPLETED**
- NTI Culturally Responsive Teaching **NOT COMPLETED**
- ELA 103 - The Denver ELA Program **NOT COMPLETED**
- New Teacher Induction Hour Tracking **NOT COMPLETED**

Requirements

<p>NTI Orientation/Pre-Service PL </p> <p>Status: NOT COMPLETED</p> <p>Mandatory: Yes</p> <p>Credits: 1</p>	<p>NTI Culturally Responsive Teaching </p> <p>Status: NOT COMPLETED</p> <p>Mandatory: Yes</p> <p>Credits: 1</p>	<p>ELA 103 - The Denver ELA Program </p> <p>Status: NOT COMPLETED</p> <p>Mandatory: Yes</p> <p>Credits: 1</p>
<p>New Teacher Induction Hour Tracking </p> <p>Status: NOT COMPLETED</p> <p>Mandatory: Yes</p> <p>Credits: 1</p>		



ORIENTATION/PRE-SERVICE

2020-21 Detailed induction Requirements

Requirement	Purpose	Minimum Hours
Orientation/ Pre-Service PL	Teachers understand the expectations of their role as DPS teachers, know how to access essential resources, and understand the culture and logistics of their schools	8

Details

- All teachers must receive at least 8 hours of professional learning prior to the first day of school
- Attendance at New Educator Welcome (7/28-7/30) completes this requirement
- School-based orientation can also count for this requirement.

Tracking of Completion

- Attendance at New Educator Welcome is tracked by the Teacher Pathways and Development Team and is automatically added to Learning Space
- You will need to complete the New Employee Orientation (NEO) modules if you did not attend NEW.

CULTURALLY RESPONSIVE EDUCATION

20-21 Detailed Induction Requirements

Requirement	Purpose	Minimum Hours
Culturally Responsive Education courses	Teachers understand the importance of culturally responsive practices; learn essential components of CRE and have a plan to implement practices into their instruction. Must complete the following courses: <i>Foundations of CRE; Building Culturally Responsive Classroom Communities</i>	5

Details

- All teachers new to DPS (novice or veteran) must complete a Foundations of Culturally Responsive Education (CRE) course, which will be offered in the morning and afternoon throughout New Educator Welcome (NEW)
- Building Culturally Responsive Classroom Communities will be offered morning and afternoon throughout NEW
- Additional optional courses will be available soon. You will be able to register for these courses through Learning Space.
- Makeup sessions will be offered throughout the school year which you will be able to register for in Learning Space.

Tracking of Completion

- Completion of all of the courses will be tracked in Learning Space automatically.
- If you have not completed this course, you will see the available makeup courses for which you may register in Learning Space

ONGOING PROFESSIONAL LEARNING: ELA

English Language Acquisition Coursework

Requirement	Purpose	Minimum Hours
Year 1/ELA-T Coursework (5 courses)	DPS places great importance on ensuring equitable access for culturally and linguistically diverse (CLD) students.	39.5 hours

Details

- All teachers (novice & veteran) must complete 5 courses: ELA 101, 102, 103, 104, & 105 in order to complete their Year 1/ELA-T Qualification as part of their induction requirements
- All teachers in attendance at New Educator Welcome must attend ELA 103.

Questions?

- Any questions regarding ELA requirements should be sent to ELA_Training@dpsk12.org
- Teachers who have a CLD/LD endorsement or have an MA/PhD with a CLD focus may apply for a waiver by contacting: ELA_WaiverRequest@dpsk12.org
- Teachers who complete both Year 1/ELA-T and Year 2/ELA-E/S will receive the [required English Learner PD Certificate for their Colorado Educator License](#)
- Completion of these courses will be automatically tracked in Learning Space.

ELA Teacher Qualification Required Courses

In order to meet the needs of our diverse learners, all teachers who are new to DPS must be ELA qualified. To become qualified, complete the required courses aligned with your ELA Designation. While courses may be taken in any order, all teachers are strongly encouraged to complete the ELA-T courses (ELA Foundations, 104, and 105) within their first year.

Every course is offered in the Fall, Spring, and Summer semesters. All courses have an online option. Courses with face-to-face sessions are offered in multiple locations across the district in the evenings and on Saturdays.

Teachers who have a CLD/LD endorsement, a Masters/PhD with an English Learner focus, or previous graduate coursework with an English Learner focus should submit unofficial transcripts and supporting documentation to ELA_WaiverRequest@dpsk12.org. All teachers are required to complete ELA Foundations.

For further information, visit thecommons.dpsk12.org/Page/680 or email ELA_Training@dpsk12.org

Register by clicking on the course titles below or following these directions: bit.ly/Register4ELA

COVID-19 UPDATE

All ELA TQ
courses will be
entirely online
until further notice.

ELA-T : 39.5 training hours

- **ELA Foundations (ELA 101, 102, 103)**
7.5 Hours of Online Coursework. Required for all teachers. This course cannot be waived.
- **ELA 104: Academic Language in the Content Areas**
16 hours. Available in online or hybrid format. 1 DPS Credit.
- **Choose ELA 105A or ELA 105B.**
16 hours. Available in online or hybrid format. 1 DPS Credit.
 - **ELA 105A: English Language Development**
Recommended for teachers who teach an English Language Development (ELD) course to English Learners in a specialized, federally required, 45 minute block of time.
 - **ELA 105B: Sheltering**
Recommended for teachers who do NOT teach an English Language Development (ELD) course to English Learners. The focus of this course is using Integrated Content and Language Development (ICLD) strategies to support English Learners.

INSTRUCTIONAL COACHING

2020-21 Detailed Induction Requirements

Requirement	Purpose	Minimum Hours
Instructional Coaching	Teachers receive instructional coaching to ensure they are developing into effective teachers; this coaching should be specific to the needs of new teachers	20 hours

Details

- New teachers must receive at least 20 hours of instructional coaching throughout the year
- This coaching should be designed specifically to support novice teachers in the effort to ensure they get better faster and stay longer
- The [DPS Playbook for Early Career Teacher Success](#) is a great resource to support novice teacher coaching. If you would like additional support, please reach out to newteachers@dpsk12.org

Tracking of Completion

- Schools must be able to share their plan of instructional support for novice teachers upon request
- Teachers are responsible for tracking completion of these hours in Learning Space.

SOCIO-EMOTIONAL/LOGISTICAL SUPPORT

2020-21 Detailed Induction Requirements

Requirement	Purpose	Minimum Hours
Socio-emotional/ Logistical Support	Teachers feel supported and understand the logistics within their school building through ongoing socio-emotional and logistical support	10 hours

Details

- New teachers must receive at least 10 hours of socio-emotional and logistical support
- New Teacher Ambassadors (NTA) are the primary providers of this support and are given the training they need to fulfill this requirement. In schools without a NTA, a building leader or other member of the ILT should provide this support

Tracking of Completion

- Teachers are responsible for tracking completion of these hours in Learning Space
- If you have questions or need support, please email newteachers@dpsk12.org

INNOVATION SCHOOL GUIDANCE

New Teacher Induction

Innovation School Guidance Regarding New Educator Welcome (NEW)

All educators new to the district are required to attend the first day of New Educator Welcome. This event will cover critical information about what it means to be an educator in DPS including everything from our mission, vision and values to how to make the most of our benefits and Procomp programs.

In addition, all teachers new to DPS must complete Foundations of Culturally Responsive Education (CRE) and ELA Foundations which are offered morning and afternoon throughout NEW.

Our recommendation is to have new teachers attend the entire NEW in order to complete the required courses*

**If your school's new teachers are unable to attend due to school-based professional learning, please reach out to Erin Lynne to coordinate.*

