BALTIMORE COUNTY PUBLIC SCHOOLS

TEAM

creating a culture of deliberate excellence

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OFFICE OF ORGANIZATIONAL DEVELOPMENT

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New Teachers

The BCPS New Teacher Induction Program provides comprehensive support to newly hired teachers. New teachers receive stipends for participating in summer orientation and after school workshops. Workshops are differentiated for first and second year teachers as well as by teaching level (elementary, middle and high school) and content. Consulting Teachers provide support for new teachers without prior teaching experience throughout the school system.

The fundamental goals of the New Teacher Induction Program are to:

- Support new teachers in meeting the needs of all students.
- Retain newly hired teachers in BCPS.
- Improve the performance of newly hired teachers.

New Teacher Induction Program offerings include:

- Comprehensive orientation program
- Seminar focused on instructional practices, content, communicating with parents, compliance, technology integration, networking, and classroom management
- After-school workshops focused on content, cooperative learning, and classroom management
- Peer Assistance and Review program with support from a Consulting Teacher.
- Formal mentoring program at identified schools
- Access to a Professional Research Library
- Access to a New Teacher Resource Portal
- Access to the Resource Centers for Families and Schools (make-and-take centers)
- Certification courses offered through College and University Partnerships
- Continuing professional development courses (CPD)
- Online professional development Courses

Consulting Teachers

Program Goals

Peer Assistance and Review (PAR) is a support process for developing skilled teachers to positively influence student outcomes. It is a mechanism for maintaining quality control and to ensure that new teachers meet or exceed the standards of performance outlined in the BCPS Teaching and Learning Framework.

Program Overview

During the 2013-2014 school year, PAR will be initiated for first year teachers with no prior teaching experience in all Baltimore County Public Schools. Identified teachers will receive the support of a Consulting Teacher. Consulting Teachers are master teachers in their field who have consistently demonstrated the ability to deliver high quality instruction and are selected through a rigorous application process. Consulting Teachers are provided intensive, high quality professional development in the BCPS Teaching and Learning Framework in order to provide the consistent support necessary to develop skilled teachers who positively influence student outcomes.

The process to build teacher capacity will begin with a thorough needs assessment with teacher and principal input, followed by the development of an individualized plan of support, ongoing coaching and support; resulting in a review of teacher performance and growth. The individualized plan of support will focus on the development of the following domains: planning and preparation, classroom environment, instruction, and professional responsibilities. The ongoing coaching and support could include, but is not limited to observation and feedback, co-planning and co-teaching. The CT will review the participant's progress and growth in a written report of their observations, commendations, and recommendations in each of the domains.

Teachers

Professional Development for Teachers

The Baltimore County Public Schools' Department of Organizational Development provides professional development for teachers throughout their careers. Teachers participate in curriculum writing workshops and graduate course work offered in cohort programs by college and university partnerships. Teachers may choose to extend their knowledge by completing continuing professional development courses offered either online or face-to-face. S.T.A.T. Teachers at identified schools support the professional growth of the entire staff through job-embedded professional development. After-school workshops offered by the Curriculum and Instruction offices in collaboration with the Department of Organizational Development ensure that teachers understand curricula and know best practices in instruction and assessment.

Teacher professional development offerings include:

- S.T.A.T. Teacher Program at identified schools
- Access to a professional research library
- Resource Centers for Families and Schools (make-and-take centers)
- Curriculum writing workshops
- After-school content workshops
- Certification courses offered through college and university partnerships
- Continuing professional development courses
- Online professional development courses
- Educational Leadership Training and Development Program

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S.T.A.T. Teachers

Program Overview

S.T.A.T. Teachers provide support for the professional development process and the goal of creating a professional learning community in each identified school. They are the facilitators of job-embedded professional development.

Role of the S.T.A.T. Teachers

- Works with the administrator(s) and teachers to communicate the value and importance of the Teacher Development Plan.
- Reviews and monitors the progress of the plan along with the principal, AP and Instructional Leadership Team.
- Facilitates meaningful professional development strategies for teachers.
- Supports teachers' professional development by guiding planning, securing resources (including time), and informing teachers of professional development opportunities.
- Offers instructional assistance by building the teachers' knowledge base and increasing the repertoire of teaching skills.
- Supports staff in efforts to improve student achievement.
- Ensures that the instructional staff uses data to plan, deliver, and assess instructional practices.
- Engages teachers in collaborative and reflective practice.
- Allocates time for professional development activities to enable teachers to work collaboratively and observe best practices.
- Provides expertise in the integration of information literacy and technology skills through curriculum development, staff development, and collaboration with K-12 curriculum offices.
- Collaborates with classroom teachers to facilitate the integration of technology across the curriculum.
- Supports teachers in creating learner-centered environments powered by interactive curriculum and blended instruction.
- Works with teachers to model, coach, and teach technology skills to meet the Maryland Technology Literacy Standards for Students.
- Develops models for teachers in differentiating instruction by using technology to customize and personalize learning.
- Models innovation and flexibility in support of district initiatives.
- Performs other related duties as assigned.

Our Schools
- School Directory
- School Boundaries
- School Safety
- Registration & Relocation

Students
- Student Resources
- BCPS One
- Student Handbook
- Course Registration Guide
- Breakfast & Lunch Menus
- Service Learning
- Student Board member
- Baltimore County Student Councils

Parents
- Parent Resources
- BCPS One
- myBCPS Account
- Parent University
- Grading and Reporting
- Office of Family and Community Engagement
- Find Schools by Home Address
- School Calendar
- Monthly Family Learning Calendars
- Student Handbook
- Free & Reduced Meals - Apply Online
- Volunteer with BCPS

Community
- Advisory Groups
- Area Education Advisory Groups
- Education Foundation
- Community Involvement
- Partner Network
- Online Registration for Professional Development
- Volunteer Opportunities
- Academic Verifications
- Transcripts

Calendar
- 2016-17 School Year
- 2016-17 AB Day Calendar
- 2017-18 School Year
- Import the BCPS Calendar
- School Information Calendar
- Sports Schedule
- Testing Calendar
- Music Calendar

Leadership
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- Community Superintendents
- Superintendent's Cabinet
- Blueprint 2.0
- Master Plan

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Team BCPS Newsletter
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