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New Teacher Mentoring and Induction

Welcome to the Christina School District New Teacher webpage. The goal of this site is to provide the new teacher with all of the information that they need to fulfill the requirements of the State of Delaware New



Teacher Mentoring and Induction Program. This program is a requirement for all teachers in the state of Delaware to move from an initial license to a continuing license

(another requirement is that the teacher have 2 of 3 DPAS II summative evaluations that are rated "Effective"). It is also a requirement of teachers who are new to the state of Delaware who already possess a continuing license. New to the state teachers who possess a continuing license are required to complete a one-year induction program in Delaware (Cycle three of the four cycle induction program).

All necessary forms that new teachers and mentors need to complete are found on the State of Delaware New Teacher Mentoring and Induction Webpage. ([Click here to access](#))

During the first year on an initial license, the new teacher will be assigned a mentor. Mentors are available to answer questions, observe classes, problem solve, and talk confidentially to new teachers about problems they may be facing in the classroom. The purpose of the relationship, ultimately, is not just to support the new teacher, but also to maximize his or her effectiveness in the classroom. Together the new teacher and mentor will work on the Initial Phase and Cycles One (classroom environment) and Two (Planning and Preparation, Instruction) of the mentoring program. If at any point the new teacher or mentor feels that the new teacher needs to work more on any of these areas, they are not required to move on until they feel comfortable with that area.

CSD Web Applications

DSC Web Applications

eSchoolPLUS Login

IEP PLUS Login

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**AYP BOE C&I DCAS
DOE ECAP ELL FRL
GPA HAC HQT IEP**

Educational Acronyms
What Do They Mean?
[Click here to learn more](#)

District-wide Recycling Program!
[more info](#)

Look for us on the web!

After completion of Cycles One and Two, the new teacher moves on to Cycle Three and no longer works with a mentor, but with a learning team of peers. For most, this occurs during the second year of teaching. New to the State teachers on a continuing license must also participate in this cycle. The teachers work collaboratively throughout the school year to increase their assessment literacy. During this cycle, the teachers explore seven researched strategies that have proven to increase student achievement. They review, critique, and refine both personal and text assessment to assure that they are accurately measuring what is being taught.

During the final (third) year on an initial license, the new teacher will analyze his/her professional growth over time. During the first part of this cycle, the new teacher reviews his/her professional growth status related to content and pedagogy. After conducting this review, the new teacher sets goals for his/her professional growth for the year. The professional growth options are varied, but must be approved by the district site coordinator, Amy Kohan. At the end of this cycle, the new teacher considers his/her goals for the next five years and puts together a formal professional growth plan which is reviewed by the site coordinator.

Contact Information:

Amy Kohan, Site Coordinator
New Teacher Induction/Mentoring Program
Gauger/Cobbs Middle School
kohana@christina.k12.de.us
Phone 454-2357, Ext.463
Fax 454-3482

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Mentoring Program**

Mrs. Amy Kohan,
Site Coordinator

Christina School District
Gauger-Cobbs Middle School
50 Gender Road
Newark, DE 19713
PH 302-454-2357 x463
FX 302-452-3482

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