

POLICY

Queen Anne's County Public Schools

POLICY TITLE: Comprehensive Teacher Induction Program	
ADOPTION/EFFECTIVE DATE: June 2, 1999 Revised: June 01, 2011	
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY: Personnel Amendment:	

I. Purpose:

The purpose of this policy is to provide critical professional learning needs of new teachers, improve instructional quality, and help inductees achieve success in their initial assignments, resulting in improved student learning and higher retention in the profession.

II. Policy Statement:

Maryland State Law requires that all school districts have in place a "Comprehensive Teacher Induction" program. All teachers new to the profession of teaching in Queen Anne's County Public Schools shall participate in all induction activities until they receive tenure. Veteran teachers, in their first year of teaching in the district, shall participate in all induction activities designed for the Teacher Induction Program for a minimum of 1 year. A cadre of mentors will be assigned to support "new teachers" during the first year of the induction period or beyond.

III. Rationale:

Queen Anne's County Public Schools is committed to providing a comprehensive induction program designed to provide participating teachers with the knowledge and skills necessary to be successful in their classrooms and schools to enable them to stay in the profession resulting in student achievement.

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IV. Definitions:

A "New Teacher" is defined as a teacher who is (a) New to the Profession; or (b) a "Veteran Teacher" who is new to the district. "Mentee" is defined as a public school teacher who is the recipient of the services of a mentor. Mentor is defined as a teacher who holds an "Advanced Professional Certificate" or may be a retiree from QACPS and whose sole responsibilities are to support teachers during their comprehensive induction period.

V. Implementation: The content and structure of the comprehensive induction program shall be aligned with the Maryland Teacher Professional Development Standards Planning Guide. The Superintendent shall develop administrative procedures in order to implement this policy.

VI. Evaluation: The Superintendent will provide the Board of Education a review of this policy by August 2015. The focus of this review will be the effectiveness of the elements of this policy in assisting the Board in fulfilling its mission.

VII. References:

COMAR: §13a.07.01.00
 §13a,07.01.01
 §13a,07.01.02
 §13a,07.01.03
 §13a,07.01.04
 §13a,07.01.05
 §13a,07.01.06
 §13a,07.01.07
 §13a,07.01.08