

The North Carolina Beginning Teacher Requirement uses the ten standards developed by the Interstate New Teacher Assessment and Support Consortium (INTASC). These standards reflect the professional consensus of what beginning teachers should know and be able to do.

1. *Content Pedagogy*
2. *Student Development*
3. *Diverse Learners*
4. *Multiple Instructional Strategies*
5. *Motivation and Management*
6. *Communication and Technology*
7. *Planning*
8. *Assessment*
9. *Reflective Practice Professional Development*
10. *School and Community Involvement*

**INTASC**  
**Standards**



**Linda I. Rader**  
**Staff Development Center**

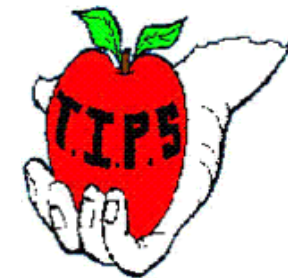
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**Gaston  
County  
Schools**

*Mr. Reeves McGlohon,*  
**Superintendent**

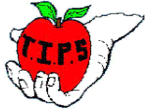


**Teacher  
Induction  
Program  
for  
Success**

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**A PLACE  
FOR ALL TO GROW**

# T.I.P.S.



The Gaston County Schools Teacher Induction Program for Success (TIPS) is a yearlong two-part program. Human Resource Services, Student Support Services, Technology Support Services, Central Administration personnel, in conjunction with a committee of teachers, designed the program. TIPS is aimed at improving the overall effectiveness and success of teachers new to the school district. Beginning Teachers (BT's) are introduced to the culture of Gaston County Schools, district philosophy on teaching practices, parent teacher conferences, and expectations of teachers as professionals. Practical tools and strategies to strengthen the performance of the beginning teacher are given.

**Part One** is a three-day orientation/induction prior to the opening of school. Session topics include being a professional, managing the classroom, planning effective lessons for student achievement, preparing for the first time in a classroom, and other pertinent topics. Visits to model classrooms is the participants favorite activity. **Part Two** consists of monthly meetings that provide ongoing support for the beginning teacher. Session topics include conferencing, communicating techniques, student engagement strategies, the closing of school as well as other relevant themes. Topics introduced during Part One sessions are further explored.

During orientation and through the year topics specifically related to the Beginning Teacher Licensure Program are discussed with the BT. These topics include: INTASC Standards, licensure procedures, requirements, process for converting an initial license to a continuing license, mentor relationships, teacher observations, etc.

Two of Gaston County Schools Strategic Goals are addressed through the teacher induction program:

- *Ensure optimum student achievement by applying best educational, managerial, and operational practices throughout the school system.*
  - a. *To provide differentiated, research-based professional development based on best teaching practices for the North Carolina Standard Course of Study*
- *Attract, retain, and develop a high-performing workforce*
  - a. *To attract a highly-qualified workforce*
  - b. *To retain a high performing workforce through financial, emotional, technological, and professional support*

Designed to help teachers experience a positive beginning, TIPS is based on the following goals:

- *Teachers should identify and support the culture of Gaston County Schools.*
- *Teachers should know and practice the three characteristics of an effective teacher:*
  - a. *Exhibits positive expectations for all students.*
  - b. *Establishes good classroom management techniques.*
  - c. *Designs lesson plans for student mastery.*
- *Teachers should identify and support the characteristics of a professional teacher by choosing to become a leader instead of a worker and by developing an attitude that values professional development.*

**EVALUATION:** At the end of each session, participants submit an evaluation form rating the presenter, relevancy of topic, materials, etc.

**SUPPORT:** Gaston County Schools provides the Beginning Teacher with a multi-level support system. Each is unique and important in the success of the BT. They are:

- Facilitator of Professional Development
- Central Office & School Administration
- TIPS Committee Members
- E-Mentors
- Consistent Email Communications
- Licensure Coordinator
- BT Coordinator
- Mentor Coordinator & Mentors
- Instructional Specialists, Learning Coaches
- Career Technical Education Staff
- Technology Support Services. Technology Facilitators
- *TIDBITS*, TIPS Newsletter
- And more

## INDUCTION MATERIALS:

- *The First Days of School* by Drs. Harry and Rosemary Wong
- TIPS Notebook
- Curriculum CD
- *Teacher's Resource Guide* Hawthorne Educational Services, Inc.
- And more

