

**By the end of this program,
participants will:**

- be acquainted with the prevailing practices and culture of the Northern Valley Schools;
- know the value of professional reflection;
- share a common philosophy and educational knowledge base;
- gain confidence in dealing with various constituencies—administrators, peers, parents, and students;
- have enhanced their repertoires of instructional strategies;
- begin the challenging journey of the professional educator, and
- hopefully know known things we wish we had known before we started.



PROGRAM DESCRIPTION

The Northern Valley Staff Development Program, established in 1984, was designed to increase student learning and personal growth through enhancing the professional skills of educators. The Northern Valley Schools Consortium has sponsored this professional development effort to meet regional needs, interests, and to help foster continuous growth. Over 60 courses are offered during the school year.

One series of courses, “The New Teacher Induction Program” (3-4 days during the summer, 2 days during the school year) blends research and theory with practical instructional strategies to promote the personal and professional well-being of newly – hired teachers. The purpose of this program is to help beginning teachers become productive practitioners and to ensure that student learning is maximized.

This program is a formative process designed to assist, not assess, the newly-hired teacher. This regional effort provides follow-up activities such as classroom visits, coaching, seminars, and networking as on-going support. Within this framework, new teachers have opportunities to develop collegial, professional relationships, to share successes, seek advice, solve problems, and be affirmed.

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**GETTING OFF TO A
GREAT START:
New Teacher Induction
Program**



**The Northern Valley Schools
Consortium**

Closter, Demarest,
Harrington Park, Haworth,
Northvale, Norwood, Old Tappan,
and The Northern Valley Regional
High School District

THE NORTHERN VALLEY SCHOOLS

NEW TEACHER INDUCTION PROGRAM

COMPONENT 1:

REGIONAL ORIENTATION

“Getting Off to a Great Start”

- The Northern Valley Consortium
- Professional Growth and Staff Development
- Concerns of Teachers and Students
- First Days of School Classroom Management Overview
- Parents as Partners
- Self-Esteem: Yours & Theirs
- Professional Ethics
- Power of the Teacher
- Diversity Awareness

COMPONENT 3:

ADDITIONAL SUPPORT

- Provisionally Certified Teachers
- Kindergarten through Second Grade Teachers in Setting Up a Balanced Literacy Classroom.

COMPONENT 2:

INSTRUCTIONAL SKILLS SEMINAR

Summer Sessions

Topics:

- Art vs. Science of Teaching
- Teaching Area Decisions and Responsibilities
- Wait Time Theory
- Essential Elements of Instruction
 - ~ Selection of learning at correct level of difficulty
 - ~ Teaching to the intended objective
 - ~ Monitoring learning and adjusting teaching
 - ~ Using principles of learning
- Motivation Theory
- Prime Time Teaching
- Lesson Design
- The Taxonomy of Thinking

School Year Sessions

Topics:

- Cooperative Review Activities
- Lesson Study
- Brain Research and Classroom Implications
- Retention Theory
- Lesson Planning by Grade Level
- Technology Integration
- First Year Reflections
- Reinforcement Theory
- Paradigm Shifts in American Educational Theory and Practice
- Accentuating the Positive
- Creating a Personal Professional Board
- Introduction to Differentiation
- Overview of Professional Development Opportunities

