



THE DISTRICT WILL:

- Conduct a district level orientation
(the first Thursday of every month)
 - Explain salary scale and benefit options
 - Explain MTEA roles and responsibilities
- Assign a staffing specialist
- Facilitate teaching assignments
- Provide technology support through:
 - Access to the Portal
 - An online support community
 - An E-mail account
 - Internet access
- Offer monthly support seminars
- Identify and disseminate research-proven best practices and innovations
- Distribute the Characteristics of High Performing Urban Classrooms
- Provide a multicultural teaching environment
- Seek regular feedback from new teachers
- Make available information about the Milwaukee community

Contract/Benefits Questions?
Call (414) 475-8224

THE SCHOOL WILL:

- Conduct a school-level orientation
- Welcome new teachers as members of their professional learning community
- Provide one-on-one support in a variety of areas to meet new teacher needs
- Make provisions for you to attend a district orientation session
- Share and explain the Educational Plan and Staff Handbook
- Provide curricular materials that support:
 - Learning Targets
 - Classroom Assessments Based on Standards (C.A.B.S.)
- Provide professional growth opportunities
- Facilitate access to technology applications (e.g. ESIS, MPA, SPS) and software
- Promote a culture of dialogue and reflection on classroom practice
- Promote a nurturing, supportive, and safe environment
- Provide access to your classroom before the start of the teaching assignment
- Share information about students in a timely manner (e.g. IEPs, cumulative folders)
- Conduct monthly induction meetings
- Facilitate collaboration with parents, families, and parent groups
- Provide an introduction to the community surrounding the school
- Communicate regularly and seek feedback
(including a one-on-one meeting with the Principal)

Need Content Ideas?
Go to the MPS Portal
“New Teacher Community”
<http://mpsportal.milwaukee.k12.wi.us>



THE LEARNING TEAM WILL:

- Support the implementation of the Comprehensive Literacy and Mathematics Frameworks
- Provide the services of a Literacy Coach and Mathematics Teacher Leader
- Promote the development of skills for data-driven decision making
- Share and model research-based best practices
- Identify and provide resources to support culturally responsive instruction
- Provide opportunities to observe teachers who exhibit the Characteristics of High Performing Urban Classrooms
- Connect the Educational Plan to daily teaching practice
- Communicate with you and seek your feedback on professional development needs

Pedagogy/Behavior Concerns?
Join an online community:
www.tappedin.org/mps



AS A NEW TEACHER, I WILL:

- Submit all required paper work (*using the checklist provided by Human Resources*)
- Attend district orientation
- Attend school orientation
- Attend monthly support seminars
- Get ready for first few days of school
 - Prepare classroom
 - Read IEPs and Cumulative folders
- Ask for help when needed
- Learn to use technology tools and applications
- Create and maintain a positive classroom
- Provide quality instruction based on standards
- Develop relationships with parents
- Prepare lessons
- Take advantage of professional development opportunities
- Reflect on practice
- Participate in MTEA professional development
- Stay in touch with my college or university
- Take time to relax

PREPARING YOUR PROFESSIONAL DEVELOPMENT PORTFOLIO (PDP)

1st Year Reflections —

Create a system for collecting personal data:

- Set aside time to reflect
- Decide where you will write your reflections
- Plan how you will store and organize reflections

Things to look for as you reflect:

- Patterns of performance
- Areas of interest
- Compelling student or professional needs
- Effectiveness of teaching based on student learning results
- Collaboration with colleagues and parents
- The Characteristics of High-Performing Urban Classrooms

See the Department of Public Instruction's web site for information regarding your PDP:

www.dpi.state.wi.us



Milwaukee Public Schools

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**Teacher Induction
for
Urban Education**
*Meeting the Technical,
Emotional, Socio-Cultural,
and Standards-Based
Needs of New Teachers*

CLOSING THE ACHIEVEMENT GAPS



Milwaukee Public Schools