

Professional Education Plan

Teacher Induction Planning Participants

Name	Affiliation	Membership Category	Appointed by
TBA	Mercury Online Academy	Administrator	Elected by Peers
TBA	Mercury Online Academy	Elementary School Teacher	Elected by Peers
TBA	Mercury Online Academy	Middle School Teacher	Elected by Peers
TBA	Mercury Online Academy	High School Teacher	Elected by Peers
TBA	Mercury Online Academy	Special Education Representative	Elected by Peers
TBA	TBA	Community Representative	Elected by Peers
TBA	Mercury Online Academy	Parent Representative	Elected by Peers
TBA	Mercury Online Academy	Student Support/Counseling Representative	Elected by Peers

The Goal of Mercury Online Academy is to provide beginning teachers with the necessary help to insure that he/she will be given all essential assistance in becoming a permanent contributing member of the professional staff. This Induction program will be afforded to any teacher new to the district regardless of previous years of service. The goals are:

- To assure a smooth transition for teachers regardless of years of total experience and/or online experience.
- To provide the inductee with a mentor upon whom he/she may rely for direction and support.
- To provide an orientation and training designed to assist the new teacher in learning the educational goals and expectations of the school.
- To provide an orientation and training designed to assist the new teacher in learning Mercury policies and procedures as well as the PA Code of Professional Practice and Conduct for Educators (22 PA Code 235).
- To provide guidance in the organization, and presentation of instructional materials to meet student needs.
- To provide guidance and support in the development of classroom management and communication skills (synchronous and asynchronous).
- To provide an opportunity to discuss and collaborate with school personnel.

Assessment

The Mercury Academy Induction Plan requires all inductees to complete a mentoring program checklist. This checklist includes:

- Completion of the online Teacher Introduction to Mercury Online Education course. (completed asynchronously and self paced)
- Program Overview Meeting (live Collaborate)
- Internship Experience with Mentor and completion of separate checklist items.
- Regular Weekly Meetings Between Inductee and Mentor
- Peer Observations
- Participation in all preservice sessions and ongoing professional development throughout the year.
- A final self evaluation (reflected in the Individual Professional Development Plan)

Each item listed above has tasks and timelines associated with it that are in alignment with the Induction Plan goals. Additionally, each item requires verification by the mentor and/or an administrator noting that the component was completed successfully. All Induction related activities are to be completed in the first year of teaching for Mercury. After the first year, successful teachers go on to participate in the regularly scheduled Professional Development Plan. If, for some reason, a teacher does not complete the Induction Plan in the specified time period, a second year may potentially be given but each case will be evaluated on an individual basis and current progress and performance will be taken into account.

Mentor Selection

Mentor teachers are chosen based on their expertise in the online classroom as well as their content knowledge.

Activities and Topics

Pre hire: The following training series is required as a part of the application and hiring process and is typically completed one semester or more before becoming a Mercury teacher.

Course: *Teacher Introduction to Mercury Online Education*

Format: Online

Length: 1 week, asynchronous class with suggested pacing

Description: This course will introduce teachers to the tools and resources available to them as Mercury teachers. Teachers will utilize the tools and experience the functionality from a student perspective to ensure a basic familiarity and comfort level as training progresses.

Course: *Mercury Internship*

Format: Online

Length: 5 weeks, asynchronous and synchronous with suggested pacing.

Description: This 5 week internship will provide interested candidates with first hand knowledge of the Mercury teaching experience. Participants will be paired with an experienced mentor teacher and given a checklist of online teaching tasks (both synchronous and asynchronous).

Mercury Preservice—2 weeks at the beginning of each year. Mandatory for all teachers. Virtual.

Session Descriptions

Required Sessions

Session	Descriptions
The Preservice Portfolio	All teaching staff will create an online portfolio of their preservice experience. This will serve as a foundation for their professional portfolio for the rest of the year. This will also allow documentation of sessions attended virtually. Additionally, it gives adjuncts flexibility in completing sessions.
Precision Teaching	Learn how to maximize learning time through strategic planning, instructional grouping, and student conferencing - includes direct exploration of the School Improvement Plan and the PSAP.
Mosaica Core Session: Vision	Recorded session from week 1 for virtual staff
Mosaica Core Session: ETS	Recorded session from week 1 for virtual staff
Advisement	Overview of advisement program, monthly activities and advisement assignments
First Days of School and Beyond	Teachers anticipate and prepare for the new year.
Making the Grade	Learn how student growth targets are calculated using Performance Series scaled scores and connect them to PSAP goals for the year.
'Twas the Night Before School Starts	Let's begin this year's celebration of Paragon with a video showcasing this essential part of our world-class Mosaica model and essential to student success. Then we'll share in the tradition of "Twas the Night before School Starts"
Our School as a Paragon School	How will we be a "Paragon School"? What should we see, hear and feel as we walk through our school? Teachers explore expectations for Paragon implementation and understand how the CIS, CAO and RVP will observe and support continued success. The school team will work together to create one or more creative Paragon visuals for the beginning of school.
Creating a Paragon	Work in your classroom - Bring Paragon to life with bigger than life Paragon Boards! For

Classroom	example, set up your Paragon Suitcase, create your Paragon essential question, timeline and word wall, prepare the Paragon library, create student name tags with a Unit 1 theme, etc. Be prepared to share your Paragon ideas with new teachers.
Celebration and Inspiration	Let's celebrate our work as Paragons in education reform and discuss our goals for the year. We'll include a review of the essential elements of the Mercury Model and connect to the IPDP.
The Mercury Vision and working with Centers	This session is for virtual staff and designed to give them a brief verbal overview of concepts covered in site based vision of week 1. It will outline responsibilities of virtual staff, discuss graduated immersion and review protocols and procedures.
Hooray for Diffendoofer Day	How will this story inspire you this year? What especially resonate with you? Be inspired and reconnect with our vision during the annual reading (or surprise performance?) of this tale of a joyful teacher and effective learning
D2L Class Requirements and Mercury Resources	This session will outline the essential components for ALL d2l classroom setup. It will also highlight resources and give participants an opportunity to check logins. The checklist for course signoffs will be given out at this session.
PBS and Uboost	Implementation Plan for Uboost this year
Truancy and Attendance	The Mercury truancy and attendance policies and procedures will be reviewed
CHAMPS	Communicating clear expectations is key to good classroom management. In this hands-on workshop, teachers will ensure that they understand the power of CHAMPS and prepare CHAMPS posters for use in Week 1 and beyond
Special Education, SSTs and 504s	The mercury process for Special Education, SSTs and 504s will be discussed. (there is a recorded session on Sped at the national level and teacher resp)
Walking with Giants	Explore the structure of the Walking with Giants guide to discover how this tool can build positive character and leadership qualities in our students through Paragon's study of heroes in history. The morning start program and advisement will also be reviewed.
Certification Review	This session should be signed up for ahead of time. Paula will be reviewing certification and compliance requirements by state with individual teachers. Appts should take about 15 minutes max.
Maximizing Instructional time—site based	In this workshop, you will receive specific strategies to make use of every instructional moment. You'll identify common areas where time is lost and understand the importance of maximizing instructional time in these areas. You will receive specific strategies along with some templates in the areas of Procedures, Transitions, and Lesson Planning to maximize time. You will also have an opportunity to plan for how you can employ these strategies within your classroom.
Maximizing Instructional time—Collaborate	Same as above but modified for collaborate sessions specifically
Procedures and Routines	In this workshop, you will explore important procedures that students will need to learn in the first days of school. Discover the steps needed to learn procedures and how to support student understanding using the positive behavior classroom management strategies. Also, explore how to turn beginning-of -the-year procedures into routines for an effective classroom.
PSAPS and Performance Series	Review the process for PSAPS including understanding PSAP assignments and timelines. Begin filling out PSAPS for students and planning to get information. Using Data from Perf Series will be reviewed (there is a recorded session on perf ed)
Effective Lesson Planning—site based	You'll be introduced to the new Mosaica Lesson Plan Templates and make connections between great lesson plans and student success—both academic and behavioral. You'll understand what components make up a great lesson plan and have the opportunity to practice creating plans using the curriculum materials for the first weeks of school. This will need to be modified to take into account pacing driven by online instructors
Effective Lesson Planning	Revised of above session with online considerations for fitting the 90-90-60-120 model
Implementing	Learn about the newest developments in storyboarded Paragon and paragon Plus Guides!

Paragon Storyboards	
Course Signoff	All teaching staff will meet with a MIM by appt to have their courses checked and reviewed for first day of school
Final Preparations	Final staff meeting to review last minute procedures and needs for the first week.

Required Sessions by Content Area

Session	Descriptions
STEM Guides	What is STEM? How will our new STEM Guides promote critical thinking and reinforce math literacy? Explore how we can use 30 minutes in math to create powerful, student-designed applications in science, technology, engineering and math tied to Paragon studies.
Differentiation in Paragon and Paragon Humanities	Explore how to differentiate Paragon and Paragon Humanities for emergent readers, ELL—and for all students.
Bringing Paragon to Life	Develop yourself intellectually as you explore how to immerse yourself into a culture and bring it alive for students, thereby, building engagement, understanding, and achievement.
Power of the Paragon Portfolio	In this electronically delivered workshop, review why the Paragon Portfolio is essential to showcasing your success as a “Paragon of teaching” this year and explore how to create an exemplary Paragon portfolio. Includes optional electronic guide on how to create a PowerPoint.
Paragon Teachers: Models of Success	Practice and prepare for your first Unit of Paragon. Explore the Paragon alignments to state standards, gather materials and equipment for your first lessons, strategize and address challenges that may arise, and review routines and classroom management strategies specific to Paragon. Prepare to present elements of a lesson to your peers for feedback and support. OPTION: Visit the Paragon classrooms of Tier 3 and 4 teachers to see Paragon coming to life!
Paragon World Literature	Middle school ELA teachers learn how to guide instruction using Paragon World Literature Storyboards.
Compass Learning	Basics of Compass learning, class setup and assignments
HMH Journeys	K-5 ELA program
HMH Science Fusion	K-8 Science
Collaborate	Discuss basic elluminate setup, including student permissions, how to set up meetings, how to post recordings, etc.
Achievement Series	
PE/Elective Partners	Review curriculum partners and make sure EL teachers are aware of resources—set up training with vendor if desired
Rosetta Stone	Review WL plans for K-12
Powerful Role of the Paragon Specialist	
Mosaica Core Session: Paragon	Recorded session from week 1 for virtual staff
Learn360	Overview for teachers...can set up with vendor if desired
Explore Learning	Overview for teachers

Choice Sessions

Session	
RTI	This session is for RTI (Child Study, IATs) where teams will learn how to building a strong RTI system from the foundation up. We'll explore the roles of each member and the timeline to ensure that every child's needs are met.
Motivating Resistant Learners	Learn about 6 highly under-implemented strategies proven to engage resistant learners.
Using Standards Checklists	Become reacquainted with your state Standards in a more user-friendly way and answer the questions, Why should students be familiar with their grade level specific standards? You will learn the importance of getting student and parent buy-in and you'll plan for top-notch implementation with your grade level team.
ELL	Learn how to incorporate the ETS with hands-on approaches for teaching vocabulary and concepts to English Language Learners
Writing Across the Curriculum I	Explore how to reinforce the integrated writing process in all content areas and across all grade levels. Learn how to use a writing portfolio and explore the state writing rubrics so that you can confidently incorporate them into your lessons.
Writing Across the Curriculum II	Reconnect with the essential elements of WAC and then engage in scoring circles for the purpose of implementing state writing rubrics consistently and successfully.
Let's Discuss it! The art of Socratic Discussion	. In this electronically delivered workshop, teachers will hone their skills in using the effective teaching strategy of Socratic Discussion in Paragon and beyond.
Vocabulary and Comprehension Strategies	Learn the 6 research-based steps for effectively teaching vocabulary in all content areas, establishing a consistent methodology across the grades. Then explore the research-based reading comprehension strategies that all good readers use including exposure to the Reading Strategies Guide.
Strategies for Small Group Intervention	Learn effective strategies to engage struggling students in active learning. Explore the importance of daily foundational skills practice.
Acing the Test	Learn the strategies that all test-takers need to should know and how to share them with your students.
D2L Advanced	Learn about more advanced tools with d2l
Current Brain Research	Electronic
Brain Journey	Electronic
Brief Constructed Response	Electronic

Evaluation and Monitoring

The Induction Committee will review the Induction Program annually. A written evaluation of the program will be submitted by the inductee and the mentor at the end of the program and interviews will be held with select inductees and mentors.