**Work Session #1 - Assets and Opportunities**

**Purpose:** To identify current assets and issues related to systems of support for preservice or new teachers.

**Directions:**

(40 minutes) When you think of beginning teachers in your school, district, or organization, what does your system do well (formally or informally) to support them? Where are the challenges and areas for improvement? What evidence do you have to indicate that these are assets or needs?

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| **Strengths / Assets** | **Challenges/Opportunities for Improvement** |
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Develop a brief description of the current state of your preservice or new teacher support system and your vision for change.

**Three Assets**

1.

2.

3.

**Two Opportunities for Growth**

1.

2.

**One Indicator of Success**

1.

**Work Session #2 - Self Assessment & Goal Setting**

**Purpose:** To use the *Illinois Induction Program Continuum* to self-assess current practices, and to identify priority questions to hold in mind throughout the day.

(40 minutes) Using the [***Illinois Induction Program Continuum***](https://intc.education.illinois.edu/docs/librariesprovider14/default-document-library/il_induction_program_continuum_final.pdf?sfvrsn=2), mark each scale in the left column, and identify your reasoning for this assessment in the column on the right.

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| Standard 1: Induction Program Leadership, Administration, and Support | | |
| 1.1 | |----------|----------|----------|  Establishing Systematizing |  |
| 1.2 | |----------|----------|----------|  Establishing Systematizing |  |
| 1.3 | |----------|----------|----------|  Establishing Systematizing |  |
| 1.4 | |----------|----------|----------|  Establishing Systematizing |  |
| Standard 2: Program Goals and Design | | |
| 2.1 | |----------|----------|----------|  Establishing Systematizing |  |
| 2.2 | |----------|----------|----------|  Establishing Systematizing |  |
| 2.3 | |----------|----------|----------|  Establishing Systematizing |  |
| 2.4 | |----------|----------|----------|  Establishing Systematizing |  |
| 2.5 | |----------|----------|----------|  Establishing Systematizing |  |
| Standard 3: Resources | | |
| 3.1 | |----------|----------|----------|  Establishing Systematizing |  |
| 3.2 | |----------|----------|----------|  Establishing Systematizing |  |
| 3.3 | |----------|----------|----------|  Establishing Systematizing |  |
| 3.4 | |----------|----------|----------|  Establishing Systematizing |  |
| 3.5 | |----------|----------|----------|  Establishing Systematizing |  |
| Standard 4: Site Administrator Roles and Responsibilities | | |
| 4.1 | |----------|----------|----------|  Establishing Systematizing |  |
| 4.2 | |----------|----------|----------|  Establishing Systematizing |  |
| 4.3 | |----------|----------|----------|  Establishing Systematizing |  |
| 4.4 | |----------|----------|----------|  Establishing Systematizing |  |
| 4.5 | |----------|----------|----------|  Establishing Systematizing |  |
| 4.6 | |----------|----------|----------|  Establishing Systematizing |  |
| Standard 5: Mentor Selection and Assignment | | |
| 5.1 | |----------|----------|----------|  Establishing Systematizing |  |
| 5.2 | |----------|----------|----------|  Establishing Systematizing |  |
| 5.3 | |----------|----------|----------|  Establishing Systematizing |  |
| Standard 6: Mentor Professional Development | | |
| 6.1 | |----------|----------|----------|  Establishing Systematizing |  |
| 6.2 | |----------|----------|----------|  Establishing Systematizing |  |
| 6.3 | |----------|----------|----------|  Establishing Systematizing |  |
| Standard 7: Development of Beginning Teacher Practice | | |
| 7.1 | |----------|----------|----------|  Establishing Systematizing |  |
| 7.2 | |----------|----------|----------|  Establishing Systematizing |  |
| 7.3 | |----------|----------|----------|  Establishing Systematizing |  |
| 7.4 | |----------|----------|----------|  Establishing Systematizing |  |
| Standard 8: Formative Assessment | | |
| 8.1 | |----------|----------|----------|  Establishing Systematizing |  |
| 8.2 | |----------|----------|----------|  Establishing Systematizing |  |
| 8.3 | |----------|----------|----------|  Establishing Systematizing |  |
| 8.4 | |----------|----------|----------|  Establishing Systematizing |  |
| Standard 9: Program Evaluation | | |
| 9.1 | |----------|----------|----------|  Establishing Systematizing |  |
| 9.2 | |----------|----------|----------|  Establishing Systematizing |  |
| 9.3 | |----------|----------|----------|  Establishing Systematizing |  |
| 9.4 | |----------|----------|----------|  Establishing Systematizing |  |

Considering what is in your control, select 1-3 components from the ***Induction Program Continuum*** that you would like to focus on strengthening. How will you know when the component has reached or is closing in on where you would like to see it at the end of this calendar year? How does this vision look different than its current state?

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| **Focus Area(s) for Growth:** | **What progress / success looks like:** |
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Inspired by your targeted area(s) for growth, identify 1-3 “How might we…” statements to carry with you as you engage throughout the conference.

**How might we….**



**Work Session #3 - Planning for Action**

**Purpose:** Prepare a practical plan of inquiry and action

**Directions:**

(5-10 minutes) As a team or with your tablemates, take turns sharing your top takeaways from the keynotes and your breakout sessions. Begin with the information most relevant to the goals/vision you named in Work Session #2. As time allows, begin sharing key takeaways that will inform other areas of your work.

1. New ideas:

2. How does what you learned compare with what you already know and what you are already doing?

2. (25-30 minutes) Use the table below to design your inquiry and action plan for 2020.

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| **2020 Program Goals** | | | | | | |
| Goal #1: |  | | | | | |
| Reasoning: |  | | Program Standard and Criterion and/or Core Proposition | |  | |
| How we’ll know if we’re getting it right: | | | | | | |
| Specific Action Plan | | | | | | |
| Action Steps: | | People responsible: | | Timeline  (By when will this be completed?): | | Resources: |
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| Other notes: | | | | | | |

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| **2020 Program Goals** | | | | | | |
| Goal #2: |  | | | | | |
| Reasoning: |  | | Program Standard and Criterion and/or Core Proposition: | |  | |
| How we’ll know if we’re getting it right: | | | | | | |
| Specific Action Plan | | | | | | |
| Action Steps: | | People responsible: | | Timeline  (By when will this be completed?): | | Resources: |
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| Other notes: | | | | | | |

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| **2020 Program Goals** | | | | | | |
| Goal #3: |  | | | | | |
| Reasoning: |  | | Program Standard and Criterion and/or Core Proposition | |  | |
| How we’ll know if we’re getting it right: | | | | | | |
| Specific Action Plan | | | | | | |
| Action Steps: | | People responsible: | | Timeline  (By when will this be completed?): | | Resources: |
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| Other notes: | | | | | | |

**Work Session and Action Planning Resources**

**Illinois Induction and Mentoring Standards and Continuum (pdf)**

<http://bit.ly/IL-induction-continuum>

**INTC’s Illinois Induction Guide**

<http://intc-static.education.illinois.edu/guide/>

Follow Us **#INTCLC2020**

*Share additional resources via Twitter. Be sure to tag INTC (@inductionIL) so we can pass it along to others as well.*

**Staying Connected**

**Illinois New Teacher Collaborative website** [http://intc.education.illinois.edu/](https://intc.education.illinois.edu/)

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