

Ava G. Byrne, Deputy Superintendent  
Office of Professional Development

**SUBJECT:           REQUEST THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA:**

- 1.     ACCEPT THE NEW TEACHER ORIENTATION, INDUCTION AND SUPPORT FRAMEWORK; AND**
- 2.     AUTHORIZE THE SUPERINTENDENT TO ENTER INTO TWO CONTRACTUAL AGREEMENTS TO SECURE MEETING FACILITIES AND CATERING SERVICES TO HOST THE 2005-2006 NEW TEACHER ORIENTATION AND LUNCHEON**

**COMMITTEE:       SCHOOL SUPPORT ACCOUNTABILITY**

The Office of Professional Development, in collaboration with the United Teachers of Dade, the National Board Certified Teachers of Miami-Dade and the Office of Curriculum and Instruction, has developed a new framework for the district's orientation, induction and support programs for new teachers. The revised framework will provide professional development and ongoing support to early career teachers, tailored to meet the unique challenges faced by novice educators.

The key elements of the framework include:

- A redesigned New Teacher Orientation that incorporates the following elements:
  - An enhanced five-day format that emphasizes the use of National Board Certified Teachers to deliver interactive professional development sessions designed to prepare new teachers for their roles and responsibilities;
  - The five-day format includes three full days of professional development targeting:
    - Classroom-based instructional activities for a variety of assignments;
    - Classroom resources for teaching and learning organized by grade-level and similar subject area groups, with

emphasis on curriculum-based activities and planning;  
and

- The creation of positive learning environments, addressing topics such as brain-based learning, learning styles, classroom organization and the architecture of accomplished teaching;
- The five-day format also includes one day of professional development focusing on literacy and strategies to teach reading, including professional development to support the new Houghton Mifflin reading series adoption.
- A Virtual New Teacher Center to provide access for new and early career teachers to an online toolkit that will address their specific needs through online mentoring and threaded discussions on various topics including classroom management and teacher-parent communications
- The district's participation in a federally-funded study of high-quality mentoring for new teachers being conducted by the Mathematica Corporation, West Ed and the Santa Cruz New Teacher Center will provide three full-time mentor teachers that will support small groups of new teachers in select schools;
- Collaboration with Florida International University to double the capacity of new teachers that will be served by the existing Getting Assistance to Teach Effectively (GATE) program. The program provides mentoring and support for new teachers of exceptional student education and it will be expanded to accommodate 110 teachers;
- The Office of Professional Development, in collaboration with the Dade Public Education Fund, will expand the Retired Teacher Mentoring Program that enlists select retired teachers to serve as mentors for pairs of new teachers. New teachers in select schools will receive mentoring and support from select retired teachers;
- The New Educator Support Team (NEST) program will be expanded to provide regularly scheduled mentoring sessions for new teachers facilitated by National Board Certified Teachers;
- A mentor training program will be developed by the Office of Professional Development in cooperation with the Southeast Center for Teaching Quality and the Santa Cruz New Teacher Center. This program will be provided to cadres of M-DCPS teachers that will serve as mentors to early career teachers.

Authorization is requested for the Superintendent to enter into two contractual agreements to host the New Teacher Orientation event and luncheon that will be held on July 28, 2005. Approximately 1,200 teachers are expected to attend.

The first agreement will involve the lease of meeting room facilities, audio/visual equipment, security and parking. District funds will be utilized to pay the anticipated costs not to exceed \$18,000. A separate contract will be prepared for payment of catering expenses to host the New Teacher Orientation Luncheon. The cost will not exceed \$28 per person or \$33,600 for 1,200 or fewer attendees. Funding for this latter contract will be secured through sponsor donations held in escrow in a Trust and Agency account maintained by the Office of Community Services.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, authorize the Superintendent to enter into contractual agreements to secure meeting room facilities in an amount not to exceed \$18,000 and catering services to host the New Teacher Orientation luncheon, in an amount not to exceed \$28 per person or \$33,600 for 1,200 or fewer attendees.

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