

RAS District Leadership Team

VISION FOR NEW TEACHER INDUCTION

We, the Richard Allen Schools District Leadership Team, are striving to improve the on-boarding experience for teachers new to our schools.

The DLT values new faculty members for the potential impact they have on both their colleagues and their students. By mining this potential through purposeful on-boarding practices, the DLT will help new teachers remain positive, willing to learn, and committed to serving the school community.

The DLT is committed to fostering a quality teaching and learning community through honesty, consistency, and self-reflection. Our practices for teacher induction will create an environment of collaboration and collegiality where all feel valued and respected. Meaningful communication will increase new teachers' chances of success at RAS, which ultimately benefits our students.

The DLT will bring new teachers into the school community by

- supporting a hiring process that is courteous and efficient;
- making early contact with newly-hired teachers;
- offering early training and meeting opportunities in order to activate thinking and build relationships;
- providing consistent, ongoing mentoring and professional development that addresses the specific needs of new teachers and teachers new to RAS; and
- remembering the challenges new teachers face – so we can be sympathetic, encouraging, and helpful.