



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

5225 W. Vliet Street

Milwaukee, Wisconsin 53208

Phone (414) 475-8393

www.milwaukee.k12.wi.us



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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