

# SHINE



## Supportive High-quality Induction for New Educators

SHINE is St. Lucie Public School's two year induction program for new educators. New teachers hired prior to the beginning of August attend a two-day New Teacher Orientation where they attend sessions on classroom management, instructional strategies, instructional technology, professional expectations and team building activities. On the afternoon of the second day of the orientation, participants attend a community showcase where they can win dozens of gift baskets, gift cards or other door prizes and pick up lots of freebies from the vendors. For those teachers that are hired after the start of school, a one day new teacher orientation is offered at the district office on the same subject matter.

Every new teacher (brand new to teaching or new to St. Lucie) is assigned a mentor by their school based SHINE administrator (usually an assistant principal). Administrators are asked to match their mentors and mentees together carefully based on grade/subject level, proximity of classrooms and personality. Mentors are trained on their responsibilities as a mentor, working styles, and strategies for mentoring.

At least once a month, SHINE school based administrators hold a NEST (New Educator Support Team) meeting at their school site with all the new teachers on staff. Mentors, coaches and teacher leaders are encouraged to attend and are sometimes asked to help plan and deliver content at these meetings. The content of these meetings is based on the needs of the teachers at that particular school site but focus on school and district initiatives especially the Framework for Quality

Teaching and Learning. After each NEST meeting, the new teachers are asked to fill out a reflection sheet that is turned into Trish Cordeiro monthly. These reflection sheets not only serve as documentation to the county and state that they have participated in an induction program but help the SHINE administrator and school based mentors know what the new teachers still have questions or concerns about and how they can best support them at the school level.

In addition to the NEST meetings, additional support for the new teachers is offered at the SHINE quarterly professional development cohorts. The SHINE cohorts are not mandatory but highly encouraged. There are three topics that the new teachers rotate through at the SHINE cohorts: Framework for Quality Teaching and Learning, Classroom Management Strategies and Instructional Technology.