



# St. Johns County School District

## New Teacher Support Program

Coming to a school district for the first time, whether it is as a first year teacher or as a veteran teacher new to a county, can be overwhelming. To better support all new teachers to our county and help them navigate their first year, we provide training and support. Each school provides a detailed new teacher cadre specific to their school.

Topics include: *Teacher Evaluations, Classroom Management, Deliberate Practice, Helpful Acronyms, Preparing for Testing, Handling Challenging Students and Parents, Data-Driven Instruction, Time Management and High Yield Instructional Strategies.*

In addition to the teacher cadres and district wide support and training, individual schools also provide mentoring and guidance to their new teachers. The goal is to provide new teachers not only with what they need to successfully make it through their first year, but also develop and retain high quality, enthusiastic personnel who exhibit our Core Values and contribute to our Mission for years to come. New teachers participate in their school's mentoring program for the first two years and meet with a mentor at least 3-4 times a month for the first 4 months and then 1-2 times a month during the first year. In the second year they meet monthly.

Our district mentoring program has been a success, and teachers who were once mentees have developed into strong and skilled teachers who then become mentors for the next generation.

