



## INDUCTION PROGRAM COMPONENTS

**New Teacher Welcome**

**New Teacher Orientation**

**Mentee/Mentor Match**

**District Professional  
Development Programs**

**Support/Sharing  
Sessions**

**Focused Assistance from  
Campus Support Team Members**

**Contact with Induction  
Specialist**

# Spring Branch ISD

## DISTRICT MISSION STATEMENT

*Spring Branch ISD is dedicated to providing every student a quality education in a safe environment.*



## DISTRICT OFFICE:

955 Campbell Rd.  
Houston, Texas 77024

**Karen Cossey and Vanessa Croix**  
**Teacher Recruiters, Human Resources**

Phone: 713-251-2355 and 713-251-2346

Fax: 713-365-4879

Email: [betty.cossey@springbranchisd.com](mailto:betty.cossey@springbranchisd.com)

[julye.croix@springbranchisd.com](mailto:julye.croix@springbranchisd.com)

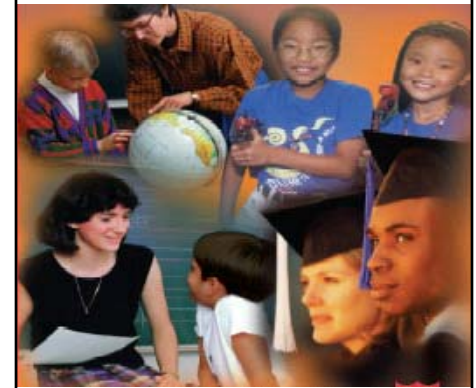
**Lynda Maxwell**  
**Teacher Induction Coordinator**

Phone: 713-251-2277

Fax: 713-365-4881

E-mail : [lynda.maxwell@springbranchisd.com](mailto:lynda.maxwell@springbranchisd.com)

**Employment applications accepted online**  
<http://www.springbranchisd.com>



# TEACHER INDUCTION PROGRAM

# INDUCTION PROGRAM

## MISSION STATEMENT

The mission of the SBISD Induction Program is to facilitate the growth of early career teachers through partnerships which encourage reflective practice, build instructional repertoire, and maximize student performance.



## GOALS

- ★ To improve teaching performance.
- ★ To increase the retention of teachers new to the district.
- ★ To promote the personal and professional well-being of early career teachers.
- ★ To transmit the culture of the system to teachers new to the district.

## SUPPORT COMPONENTS

### Mentor

A teacher who serves as a resource and assists the novice teacher throughout the year.

### Campus Lead Mentor

An expert teacher on each campus who facilitates mentor/mentee relationships and coordinates campus-based professional development.

### Campus Support Teams

Grade level and department teams collaborate for instructional support.

### District Campus Administrators

Administrators provide additional expertise in curriculum and instruction.

### Induction Specialist

Induction Specialist provides support through site visitations, communication, and implementation of mentor program.



## CATEGORIES OF SUPPORT

### Instructional

Sharing information about teaching strategies, the instructional process, and content.

### System

Sharing information related to procedures and guidelines of the school district.

### Resource

Providing assistance in locating resources for use by new teachers.

### Emotional

Offering personal support to teachers through empathetic listening and sharing of experiences.

### Managerial

Assisting with the management and organization of the school day.

### Parental

Sharing methods related to conferencing or working with parents.

### Disciplinary

Sharing strategies related to managing student behavior.