

Typical 4-Year Plan For a New Teacher

Year One

August – New Certificated
Staff Institute

Mentor Program during the
school year includes:

- Building Partner
- Mentor Monday classes
- Observation days
- Mentor support
- Stipend
- Clock hours

Year Two & Beyond

"Y2B" Group includes:

- Monthly meetings
- Stipend
- Clock hours

Year Three

Pre-Assessment Seminar

(First year of the professional
certification program provided
at nominal cost
in-district through Pacific
Lutheran University)

Year Four

*Core/Post-Assessment
Seminar*

(second and final year of
professional certification)

Peninsula School District Board of Directors

Geoffrey Baillie
Jill Guernsey
Jill Johnson
Betty Ringlee
Jill Uddenberg

Terry Nelsen Bouck
Superintendent



14015 62nd Ave. NW
Gig Harbor, WA 98332
(253) 530-1000
www.psd401.net

Dr. Claudia Thompson
Assistant Superintendent,
Learning and Teaching

Jennifer Dempewolf
Mentor Teacher
dempewolfj@psd401.net
530-1063

Learning and Teaching
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Support for New Teachers



Peninsula
School District
Gig Harbor, Washington

Who We Are

Peninsula School District is located on Puget Sound across the Narrows Bridge from Tacoma, the state's third largest city. Our district covers approximately 120 square miles on the Gig Harbor and Key Peninsulas, with over 100 miles of waterfront. The area includes the Longbranch Peninsula, Fox Island, and the city of Gig Harbor.

Ours is a vibrant district with eight elementary schools, four middle schools, and three high schools. The current enrollment of our district is approximately 9,400 students. Peninsula School District employs more than 600 certificated personnel and over 450 classified personnel.

Peninsula schools emphasize quality education and are committed to the pursuit of excellence. Our district is recognized statewide and nationally for the high quality of our staff and program innovation to enhance student learning.



Mentor Program Components

- **District Mentor:** A master teacher is released full time to implement the Teacher Assistance Program and offer support to new and novice teachers.
- **Building Partner:** New teachers are paired one on one with teachers from their own schools who will support them in day-to-day issues.
- **New Certificated Staff Institute:** In August, teachers new to Peninsula School District participate in several days of workshops that prepare staff for success in our district.
- **Professional Growth Program:**
 - **Classroom Feedback** - The district mentor conducts non-evaluative observations and learning-focused conversations to support and challenge new teachers in their work.
 - **Meetings and Classes** – The district mentor teacher facilitates regular gatherings of all new teachers for instruction and collegial sharing. Participants earn a stipend as well as clock hours.
 - **Opportunities to Observe and Attend Workshops** – New teachers are given release time to observe in other classrooms and attend workshops both in and out of district.

Additional Support in the First Four Years

- **Professional Development Days:** Peninsula staff members have several opportunities during the year to participate in staff development at the building and district levels.
- **Year 2 & Beyond Teacher Support:** The Y2B group meets monthly to learn together and share. Participants earn a stipend and clock hours or credits.
- **Professional Certification:** Peninsula School District supports teachers in meeting the new certification requirements with an in-district program facilitated by teacher leaders.
- **Peninsula Education Association:** Provides ongoing employee support.
- **Comprehensive Curriculum Documents:** District curriculum documents are aligned with state standards in order to best meet the needs of our students.
- **Extra Responsibility Stipend (ERS):** Pay is provided for classroom preparation, curriculum development, and attending district-sponsored workshops to improve professional skills and knowledge.
- **Other Support Staff:** New teachers receive support from instructional coaches and specialists in literacy, math, and technology.