

**North Smithfield Schools
Race To The Top Action Plan**

Objective: Provide intensive induction support for new educators

Scope of Work System: *Standards/Curriculum* *Instructional Improvements* *Educator Effectiveness* *Human Capital Development*

Team Chair: Diane Jolin

Participants: Sherry McGahan, Tim McGee, Terri Leoni, Robert Gervais

Step #	Action Step	Person(s) Responsible / Participants	Time Line	Indicators of Accomplishment	Budget/ Resources
1.	Review current recruitment contract with vendor	Sherry McGahan	December 21010	Contract with schoolspring	time
2.	Determine need to join TEACH-RI network	n/a	n/a	No information has been given/distributed about teach-ri	
3.	Participate in Induction Development Opportunities	Diane Jolin	On-going	Summary notes copied for admin team (1 st meeting May 2011)	time

4.	Identify Possible Mentors for Training	Supt.	April 2011	One teacher was recommended for training	time
5.	Provide Induction Supports	Induction coaches hired and trained by RIDE	Sept 2011- June 2012		See SOW for budget information
6.	Meet with Induction coaches that will be serving North Smithfield discuss/identify: <ul style="list-style-type: none"> • Schedule • # of new teachers • Share district initiatives • Identify mode of communication 	Diane Jolin, Tim McGee	Sept. 2011	Share summary of information with Admin Team during weekly Administration Meetings	Time
7.	Participate in new teacher orientation <ul style="list-style-type: none"> • Overview of induction program 	Diane Jolin, Tim McGee	Sept. 2011	Participation in orientation	time
8.	Solicit feedback from principal and teachers about induction model and address any concerns	Diane Jolin, Tim McGee	January 2012 June 2013	End-of-year report to the admin team about the success or concerns of the program	time

9.	Communicate RIDE reporting requirements on this initiative to Superintendent and Director of Curriculum	Diane Jolin	Ongoing	Initiative reporting requirements reported to Superintendent and Director of Curriculum	time
10.	Communicate Human Capital Development System initiative updates to Administrative Team, Teachers involved in initiative	Diane Jolin	Ongoing	Updates of HCD System communicated to Administrative Team, Teachers involved in initiative	time
11.	Communicate summary of initiative to School Committee	Diane Jolin	Sept. 2011-June 2012	Summary of HCD system initiative communicated to School Committee	time
12.	Communicate summary of initiative to General Public through media	Diane Jolin	Sept. 2011-June 2012	Provide summary of HCD system initiative through Valley Breeze and District Website	time
13.	Non-renew only those new teachers who do not demonstrate effectiveness	Superintendent	June 2015	Annually renew effective teachers only	time