



New Staff Induction Program

Frequently Asked Questions

Q: What is the MPS New Staff Induction Program?

A: The MPS New Staff Induction Program is the result of collaborative efforts between Human Resources and the Office of Staff Development to be proactive in recruiting and retaining the highest quality certificated staff. The program is designed in 3 Induction Phases to support new staff in their first three years of employment as they prepare for and enjoy a long, successful career in the Millard Public Schools.

Year 1: Building Mentor or Buddy, District Curriculum Contact for Specialists, District and Building Orientations, Practical Tips for Beginning Teachers, and Educational Services Curriculum Support

Year 2: Peer Coaching

Year 3: Productive Approaches for Teaching and Learning

Q: What is in store for new staff during Year 1 of employment?

A: New certificated staff will benefit from individualized support and a professional guide and resource with a building mentor or buddy, become familiar with building and district activity through a variety of orientation experiences, have the opportunity to attend Beginning Teacher workshops, and receive assistance with curriculum development and delivery of instruction through support provided by the Educational Services division.

Q: What is Peer Coaching during Year 2 of employment?

A: This is a unique opportunity for certificated staff in their 2nd year of employment to work with another certificated staff member in their building as a coaching team. The focus will be on the Millard Instructional Model and will include peer collaboration, observation, self-assessment, and reflection. The Peer Coaching experience is designed to include one 1-hour skills sessions, coaching team conversations, and classroom observations throughout the year. 2nd year staff who have more than 2 years of teaching or counseling experience and choose a coaching partner with more than 2 years of teaching or counseling experience may complete the Independent Team Study with their coaching partner in lieu of the Regular Peer Coaching experience.

Q: What is Productive Approaches for Teaching and Learning during Year 3 of employment?

A: Productive Approaches for Teaching and Learning comes in two forms: a 3 credit hour graduate course developed in collaboration with the University of Nebraska at Omaha College of Education and a 4-week training experience in the Elements of Differentiated Instruction. The graduate course is designed to integrate current research and the Millard Instructional Model. Participants focus on the Elements of Differentiated Instruction, Instructional Theory Into Practice, and the Dimensions of Learning to explore effective strategies related to their professional environment. Successful completion of Productive Approaches for Teaching and Learning graduate course fulfills the district's Differentiation of Instruction and Instructional Theory Into Practice training requirements and offers networking with district colleagues and support for job performance evaluation. The district pays graduate tuition and fees for 3rd year employees along with salary advancement for each graduate credit earned. The 4-week training experience focuses on the Elements of Differentiated Instruction in the elementary and secondary environments related to the Millard Instructional Model. Successful completion of Productive Approaches for Teaching and Learning differentiation training fulfills the district's Differentiation of Instruction training requirement and offers professional development, networking opportunities, and support for teacher evaluation and professional growth.

Q: Who participates in the MPS New Staff Induction Program?

A: All certificated staff members hired since fall 2002 participate in the 3-year MPS New Staff Induction Program.

Q: How can veteran district staff be involved?

A: Serve as building mentor or buddy or district Curriculum Contact to a new staff member.
Participate in Peer Coaching as a coaching partner to a 2nd year staff member.
Seek opportunities to support Productive Approaches for Teaching and Learning activities in your building.

Q: What if I have questions?

A: Contact our New Staff Induction Program Office, 402-715-6165, scomisar@mpsomaha.org