

# STEPS TO NEW TEACHER SUCCESS



## MIAMI-DADE COUNTY PUBLIC SCHOOLS PROFESSIONAL DEVELOPMENT

Support for New and Early Career Teachers

# MENTORING AND INDUCTION FOR NEW TEACHERS(MINT)



**Overview of MINT for New Teachers**

**New Teacher Orientation**

# Welcome to Miami-Dade County Public Schools

- Mentoring and Induction for New Teachers (MINT) is a program offered to all new teachers.
- MINT is a three-year comprehensive induction program designed to assist and retain new teachers.
- MINT is aligned with the Florida Educators Accomplished Practices (FEAP).

**Mentoring and Induction For New Teachers (MINT)**

**Site-Based Mentor  
Buddy Teacher**

**New Teacher Orientation**

**In-Class  
Observations**

**Education Majors**

**MINT Core Learning  
Courses**

**Non-Education Majors**

(Participate in one of the programs listed below)

**AP3**

**College Courses**

**Master's Degree**

**ABCTE online  
program**

# New Teacher Tracks

## Year One

- Education Majors
  - New Teacher Orientation strand for education majors
  - Site-based mentor assigned
  - Core learning courses
  - In-classroom observations
- Non-Education Majors
  - New Teacher Orientation strand for non-education majors
  - Site-based mentor assigned
  - AP3 or college courses
  - In-classroom observations
- Experienced Teachers
  - New Teacher Orientation strand for teachers with previous teaching experience
  - Buddy teacher
  - Professional development, as needed
  - In-classroom observations

# Mentoring

- Site-based mentor assigned by principal to teachers new to the profession and teachers in their second year of teaching in M-DCPS
- Buddy teacher assigned by principal to new teachers with fewer than three years of teaching experience



# MINT Website

Professional Development - Mentoring and Induction for New Teachers (MINT) - Windows Internet Explorer

http://prodev.dadeschools.net/MINT/default.asp

Professional Development - Mentoring and Induction f...

## Mentoring and Induction for New Teachers (MINT)

- PD Home
- Administration
- Instructional
- Non-Instructional

### Professional Development Specialists For Beginning Teacher Program

- Regional Center I
- Regional Center II
- Regional Center III
- Regional Center IV
- Regional Center V
- Regional Center VI

### MINT Handbook

Click here to view.

### The Code of Ethics and the Principles of Professional Conduct

Click here to view.

### Florida Educator Accomplished Practices

Click here to view.

### Class Management With Harry And Rosemary Wong (Online Course)

Click here for flyer. Click here for application.

### Additional Resources

|   |                                |
|---|--------------------------------|
| Start with Success                                | Lesson Planning and Strategies |
| Florida Department of Education Just for Teachers | Sunshine State Standards       |
| New Teacher Center                                | Competency Based Curriculum    |
| Florida Teacher Certification Examination         | Riverdeep Learning Village     |

### Resources

- MINT Mentor E-Log
- MINT New Teacher Activity E-Log
- Teacher Self Assessment
- Guidelines for Conducting In-Class Observation
- In-Class Observation Form
- Professional Education Competence (PEC)
- What Does it Mean? - A list of commonly used acronyms.
- Frequently called Telephone Numbers

|                                 |  |
|---------------------------------|--|
| Classroom Management Strategies | Differentiated Instruction             |
| M-DCPS Certification Office     | Compensation and Tuition Reimbursement |

# Recommended Mentor Schedule

| MONTH     | NUMBER OF HOURS PER MONTH |
|-----------|---------------------------|
| August    | 6-8                       |
| September | 6-8                       |
| October   | 6-8                       |
| November  | 4-6                       |
| December  | 4-6                       |
| January   | 4-6                       |
| February  | 2-4                       |
| March     | 1-3                       |
| April     | 1-3                       |
| May       | 1-3                       |



# Core Courses for Education Majors

## Topics

- Classroom Management
  - Instructional Strategies (Differentiated Instruction)
  - Data Analysis
  - Content Area or Content Literacy
  - Using Data to Inform Instruction
- Offered on Professional Development Days, Teacher Planning Days and Saturdays

# Core Courses for non-Education Majors

## Alternative Professional Preparation Program (AP3)

- District-developed and state-approved program which allows teachers to meet state certification requirements
- Taken in lieu of MINT professional learning courses
- Offered after hours

# AP3

## Alternative Professional Preparation Program

The AP3 is a year-long program designed to provide non-education majors the opportunity to complete a program designed to meet the professional education coursework requirements for issuance of a professional certificate. The AP3 program is tailored to assist those teachers whose **Status of Eligibility** is requiring them to complete **12 or more semester hours** of education courses.

# Statement of Eligibility

**TEMPORARY CERTIFICATE:** For issuance of a three-year nonrenewable Temporary Certificate covering BUSINESS EDUCATION (GRADES 6 - 12), you must complete the following requirements and send official documentation to the Bureau of Educator Certification:

- employment with a Florida public, state supported, or nonpublic school which has an approved Professional Education Competence demonstration program
- results of your fingerprint processing from the Florida Department of Law Enforcement and the FBI. Your employer will assist you in completing the fingerprint process. If your application or fingerprint report reflects a criminal offense or suspension/revocation record, your file will be referred to Professional Practices Services for further review. Issuance of your certificate will be contingent upon the results of this review.

**PROFESSIONAL CERTIFICATE:** For issuance of a Professional Educator's Certificate valid for five years covering BUSINESS EDUCATION (GRADES 6 - 12), you must complete the above requirements for a Temporary Certificate and submit a CG-10 Application Form, \$56.00 fee, and documentation of the following requirements:

- achievement of a passing score on the Florida General Knowledge Test. *Current Florida law requires that an individual satisfy this requirement within one year from the date of employment in a Florida public school to continue employment in any Florida public school under the Temporary Certificate. Contact your employer for important information concerning this deadline.*
- achievement of a passing score on the Professional Education Test
- achievement of a passing score on the BUSINESS EDUCATION (GRADES 6 - 12) subject area examination
- completion of a Florida approved Professional Education Competence demonstration system
- 20 semester hours in education courses which must include:
  - 6 semester hours covering the sociological and psychological foundations of education
  - 6 semester hours in general methods, curriculum, school administration or school supervision
  - 2 semester hours in teaching BUSINESS EDUCATION in the middle or secondary school
  - the Practical Teaching Experience requirement by completing two years of full-time teaching experience in an elementary or secondary school

# AP3

## Program Components

- Alternative Professional Preparation Program Seminar 1
- Alternative Professional Preparation Program Seminar 2
- Ethics and Professionalism in M-DCPS
- Technology for Teachers of AP3
- ESOL – Issues and Strategies
- Foundations of Research Based Practices in Reading – Competency 2
- Portfolio

# AP3 Completion

In order to be considered and AP3 completer, you must meet the following requirements:

- **Passing score on portfolio (minimum = 33, maximum = 48)**
- **A passing score on the FTCE – Professional Test**
- **Completion of all AP3 required courses**
- **Satisfactory annual evaluation**

# Professional Learning Communities for New Teachers (PLCNT)

Provide opportunity for new teachers to network and engage in conversation to reflect on best practices and improve instruction.

- Spearheaded by National Board Certified Teachers and/or MINT Mentors
- Held monthly
- Follow-up to core learning courses
- Participation is voluntary

# Professional Education Competence (PEC)

PEC is one of the requirements teachers must fulfill for initial state certification.

- Successful completion of MINT core learning courses, AP3 or college courses and acceptable annual evaluation meet PEC requirement



# New Teacher Helpline

- **Professional Development, in collaboration with the Office of Human Resources, is committed to assisting new teachers. Support is available by calling the New Teacher Helpline at 305-995-7888.**
- **Callers may request answers to questions relating to personnel issues, classroom management , teaching strategies, etc.**
- **School-site support and mentoring may also be requested by calling the helpline. Calls will be returned within 24 hours.**