



"The hardest part 'bout going back to school is breaking in a new teacher."



*New Teacher Orientation
Program*

August 27, 2018

Welcome to WB!

- Agenda:
 - Introductions/Group Picture/Staff IDs
 - Our Mission & District Goals
 - AESOP
 - My Learning Plan/OASYS
 - APPR
 - TCTEF Rubric
 - WB Evaluation System
 - Curriculum & Data Driven Instruction
 - Student Services
 - Student DATA & Technology
 - Growth Mindset
 - West Babylon Teacher's Association (8/29 @ 10:00 a.m. – WBTA Office) and/or Building/classroom visits

Our Mission

- We, the West Babylon School Community, declare our commitment to provide educational experiences of quality which enable all students to learn, share, lead and compete in the global community. Our commitment is to provide a school system dedicated to the proposition that all students will become lifelong learners who take pride in their work and in their service to others.

We, therefore, endeavor to continually improve the quality of our work.

District Goals

- Strategic Plan:
 - Working towards our vision and goals
 - Continuous Improvement
 - Addressing a students academic, physical, social and emotional needs
 - Improving Student Achievement
 - Curriculum and Instruction
 - Preparing Students to be College and Career Ready
 - Lifetime learners (staff and students)
- Fiscally Responsible
- Health and Safety of Students and Staff

AESOP

- Attendance System
 - Please review letter with specific information.
 - Enter your absence into the system **ASAP**
 - Select Reason
 - Select Date(s)
 - Upload information for the substitute
 - System will send out calls to substitutes
 - They will need to “accept the job” to be assigned
 - Assistance from Main Office AESOP Secretary:
 - If you do not have any sick days left and you are calling in sick – you will not be able to log in your absence – you will need to call the main office secretary responsible for AESOP.
 - FML/ LOA days are entered by the secretary
 - You may select Favorite 5 Substitutes
 - These substitutes will be called first

My Learning Plan

- Website: www.mylearningplan.com
 - My Learning Plan account has been created for you.
 - Login: _____ [@wbschools.org](mailto:_____@wbschools.org)
 - Password: changeme
- MLP is used for:
 - Prior Approval - Conferences
 - Attendance to Building/ District/ Department Meetings
 - Warehouse for all building/ department/ district meetings that count towards PD hours requirement (for teachers/ administrators with professional certificates)
 - Professional Development/CTLE database
 - BE SURE TO REVIEW the specific directions sent by HR annually in September (these directions are also posted online)

APPR:

Annual Professional Performance Review

- Evaluation of a teacher and principal's practice
- Teacher's practice is based on the NYS Standards
- Every employee is evaluated annually

Components of APPR

- Teacher Observations – 50%
 - TCTEF – Observations
 - Probationary Teachers
 - Minimum of 2 formal observations
 - Minimum of 1 informal observation
- Student Performance – 50%
 - One or more student learning objectives (SLOs) or State provided score for grades 4-8 teachers & principals

TCTEF

- Four Cornerstones
 - Always observed
 - Organization, Rules and Procedures
 - A Culture of Thinking and Learning
 - Positive Relationships
 - Engagement and Enjoyment

- Five episodes
 - They are not all observed at the same time

See Framework Handouts...

Student Growth

- State provided score for grades 4-8 teachers and principals (score is advisory only at this time) OR
- One or more student learning objectives (SLOs)

HEDI Rating *****

- Teachers and principals will receive a single HEDI rating each year
- Each rating corresponds to one of the following rating bands:
 - Highly Effective (91-100)
 - Effective (75-90)
 - Developing (65-74)
 - Ineffective (0-64)

Poor Score?

- If a teacher or principal receives a final rating of developing or ineffective he/she will receive a teacher or principal improvement plan (TIP or PIP)

Can parents obtain teacher/ principal scores?

Yes.

As per Education Law, parents and legal guardians of a student may request the final rating and the overall effectiveness score for each teacher and building principal their student is assigned to for the current school year.

OASYS

- Same account as My Learning Plan – Same website www.mylearningplan.com
 - Same username/ password
- Used for Teacher Evaluations
- Administrators will schedule your observations via OASYS. You will receive an email from MLP asking you to confirm an observation date with the administrator.
- Your pre-observation/observation/ post observation forms will be completed in this system
- You will always need to acknowledge receipt of your observation forms/ scores.

Student Data & Instructional Technology

Mrs. Stephanie Nocerino

- Contact info
 - snocerino@wbschools.org
 - Ext. 7744
- Network Login
- Eschool
- Printing/copying/voicemail
- Wbschools.org – gmail
- Google apps account
- Training & support

Student Services

Michael Mack, Director of Student Services

Continuum of Services:

- Differentiated Instruction by general education teacher
- Building Level Interventions by reading, math, social worker and/or psychologist
- AIS
- 504 Accommodations
- Resource Room as building level support
- Resource Room as per IEP
- Integrated Setting as per IEP
- Self Contained Setting in district as per IEP
- Self Contained Setting out of district as per IEP
- BOCES/ Other Out of District setting as per IEP
- Residential Setting as per IEP

Student Services

If a child is struggling (academically, socially and/or emotionally) please be sure to:

- Differentiate Instruction
- Communicate Communicate Communicate
 - With parents/ guardians/ guidance counselor/ psychologist/ department chairperson/ director/ principal
 - Discuss student during building IST/ CST
- Work with the psychologist and parents to develop Behavior Intervention Plans (if applicable) – Then implement it as designed

Curriculum and Instruction

- ~ Mr. Scott Payne, Assistant Superintendent for Curriculum and Instruction***
- ~ Building Principals are the instructional leaders of your building.***
- ~ Curriculum Specialists, K-8 Coordinators, Department Chairs can also provide guidance and support.***

Growth Mindset

- <https://www.youtube.com/watch?v=EIVUqv0v1EE>.
- <https://www.youtube.com/watch?v=2zrtHt3bBmQ>



Growth Mindset Activity

- Transform the following statements:
 - I. Good job! You must be smart at this!
 - II. This seems too hard for you. Maybe you should work on an easier problem.
 - III. You made a lot of mistakes on these problems.
 - IV. I'm just not good at math.

Collaboration..

It is essential that we work collaboratively and treat each other with utmost respect at all times.

- Work with your colleagues on curriculum, instruction and behavior management
- Work with your supervisors on curriculum, instruction and behavior management
- Share best practices
- Share ideas on how to best meet student needs
- Do not be afraid to ask questions

Guidance/ Support for you ...

- You will be assigned a teacher mentor to help you get acclimated with West Babylon.
- Your colleagues, department chairperson, coordinator, and administrators are here for support and help you be successful.



Contact Human Resources ...

- Questions relating to
 - Family Medical Leave
 - Leave of Absence
 - Benefits (Karen Lorito, Business Office)
- Contractual Issues
- APPR concerns
- Conferences
- In-service Credits
- 100 CTLE hours
- Postings
- Work Environment Concerns
- Or just to say hello!



HR/Curriculum Staff:

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Assistant Superintendent for Human Resources

Mr. Scott Payne, 631-376-7021
Assistant Superintendent for Curriculum & Instruction

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Thank you for your time!

Have a wonderful school year!!!

