



The Moberly Induction Program

Effective school districts have a culture where they consistently and continuously invest in teacher effectiveness. Read how a small, rural school district does this in the **Going Beyond** folder for Chapter 3 or scan the QR Code in the book.

The Moberly, Missouri School District is a district that shows if a small rural district can produce effective teachers, anyone can—and at a modest cost.

Working alone is not done in Moberly. The Moberly School District is located in a small, rural town in Missouri. The Moberly School District has a new teacher induction program called S.H.I.N.E (Supporting, Helping, and Inspiring New Educators) that is focused to support, help, and inspire new teachers.

Upon hiring, a new teacher is contacted by the S.H.I.N.E. Coordinator, Tara Link, and welcomed to the district.

A major component of the induction program is to teach and provide materials on how to plan and organize the classroom for student learning. During the induction process, each teacher creates a classroom management plan in a binder, ready for the first days of school and that they continue to add to during their career in Moberly.

The Moberly induction program not only structures its teachers to work collaboratively, they even give each new teacher a retired teacher who provides positive encouragement.

Here are some of the components provided during the Year 1 induction program:

Before the School Year Begins

- Induction begins upon hiring. New hires are contacted via email and encouraged to come visit their school. Resources are shared for finding housing, learning about the community, as well as school-specific resources.
- Two days of induction before school begins. This includes classroom time with a mentor, technology training, elementary and secondary model classroom experience, and learning district expectations.
- A bus tour conducted by the leadership team which familiarizes new teachers with the culture and community of the district.
- Resource books on classroom management and successful teaching components, including ***THE Classroom Management Book***.
- Complete a Classroom Management Plan prior to day 1 of teaching.
- Show of community business support to familiarize teachers with community businesses.
- Moberly Spartan shirt and business promotional items as a welcoming gift.

During the School Day

- Six PD workshops throughout the school year—one full-day workshop, three after-school sessions, and two half-day workshops. (During the day, workshops are held in off-campus locations to expose teachers to community resources and assets.) Focus is on lesson planning, student learning and instruction and classroom management.
- A mentor in the same grade level or content area.
- Weekly classroom visits/observations with the S.H.I.N.E. mentor, and weekly reflection opportunities, to include watching a video of themselves instructing.
- End-of-year recognition celebration with mentors, administrators, and school board members.
- Weekly collaboration in the Professional Learning Community within grade level/subject area.
- Classroom release opportunities to observe other teachers.

Outside of the School Day

- Access to online professional development resources.
- Organized social events.
- Adoption by a retired teacher in the community to provide positive encouragement.
- Updates and invitations to attend local events or activities in the community.

Year 2 teachers continue in the same cohort and work to further develop lesson planning, instruction and classroom management strategies. They meet quarterly for professional development and continue to meet regularly with their mentor, as well as the S.H.I.N.E. coach. They also observe in other classrooms, as well as participate in self-video reflection opportunities.