

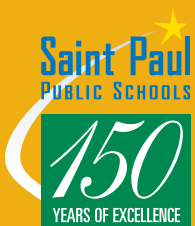
Achievement of Tenure Program



The Saint Paul Career in Education Program

A Standards-Based Professional Development and Assessment Program for Teachers

SAINT PAUL PUBLIC SCHOOLS AND
SAINT PAUL FEDERATION OF TEACHERS



Standards of Effective Teaching

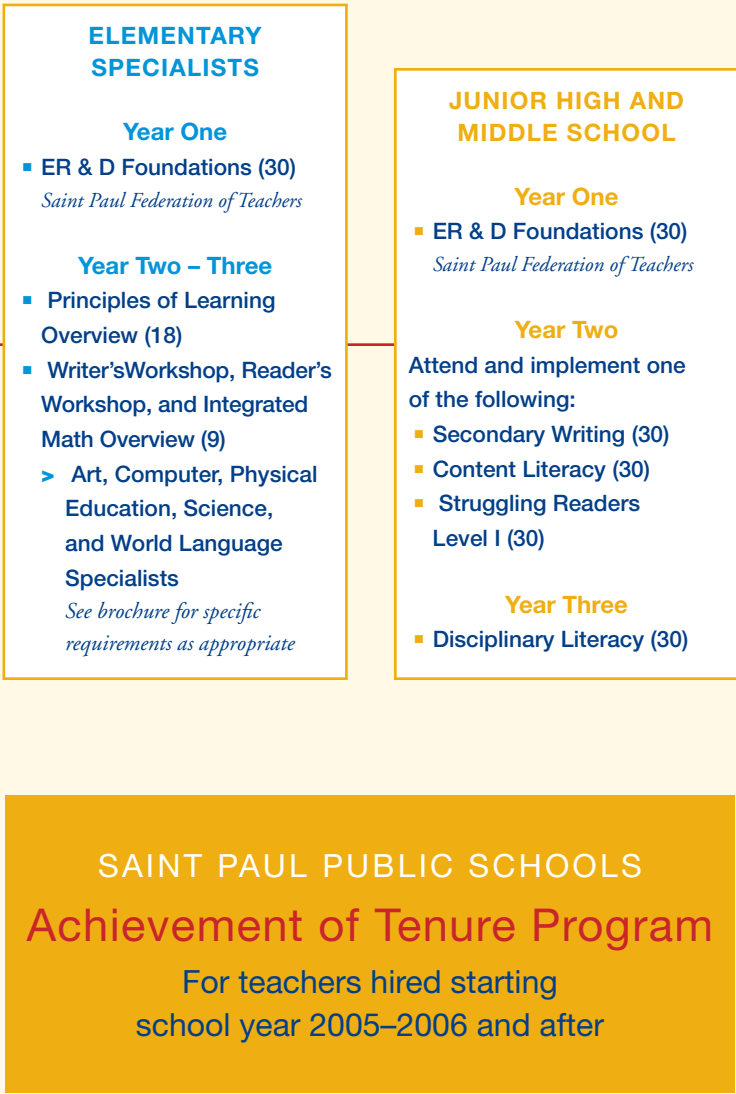
The Standards of Effective Teaching were developed by the Career in Education Board to provide a framework for meaningful discussion and assessment of teaching practice.

Achievement of Tenure Program

- All first-year teachers will have a mentor. Second-year teachers will have a mentor unless they have three or more years of teaching experience. Third-year teachers will join a professional development team.
- All probationary teachers will be observed and evaluated by a licensed administrator at least twice each year.
- Probationary teachers will participate in comprehensive professional development over all three years. Second- and third-year teachers should register at <http://pdexpress.spps.org>.

Foundations Workshop

The Foundations Workshop will provide teachers advice, support, and information to feel more effective in their teaching. Educational Research and Dissemination (ER & D) Foundations training will help participants look at what educational research shows are the best teaching practices. Classes provide time for educators to reflect and interact while they examine relevant research and work on ways to implement it in their work with students. Topics covered are Classroom and Group Management; Time on Task; Teacher Feedback and Praise; Interactive Direct Instruction; Cooperative Small Groups; Differentiated Instruction; and Urban Learner. First-year teachers should register at <http://pdexpress.spps.org>.



ELEMENTARY SPECIALISTS

Year One

- ER & D Foundations (30)
Saint Paul Federation of Teachers

Year Two – Three

- Principles of Learning Overview (18)
- Writer’sWorkshop, Reader’s Workshop, and Integrated Math Overview (9)
 - Art, Computer, Physical Education, Science, and World Language Specialists
See brochure for specific requirements as appropriate

JUNIOR HIGH AND MIDDLE SCHOOL

Year One

- ER & D Foundations (30)
Saint Paul Federation of Teachers

Year Two

Attend and implement one of the following:

- Secondary Writing (30)
- Content Literacy (30)
- Struggling Readers Level I (30)

Year Three

- Disciplinary Literacy (30)

HIGH SCHOOL

Year One

- ER & D Foundations (30)
Saint Paul Federation of Teachers

Year Two

Attend and implement one of the following:

- Secondary Writing (30)
- Content Literacy (30)
- Struggling Readers Level I (30)

Year Three

- Professional Learning Teams (30)

LIBRARIANS

Year One

- ER & D Foundations (30)
Saint Paul Federation of Teachers

Year Two – Three

- Principles of Learning Overview (18)
- Library Management (6)
- Writer’s Workshop Overview (3)
- Reader’s Workshop I (24) or Struggling Readers Level I (30)

GUIDANCE AND RELATED SERVICES

Year One

- ER & D Foundations (30)
Saint Paul Federation of Teachers

Year Two – Three

- Principles of Learning Overview (18)
- Wellness Policy (2)
- Comprehensive Campus Overview (2)
- Writer’s Workshop, Reader’s Workshop, and Integrated Math Overview (9)

NURSES

Year One

- Easy IEP (2)
- Hearing/Vision Screening (7)

Year Two – Three

- Principles of Learning Overview (18)
- Chronic Health Conditions/Asthma Management (12)
- Writer’s Workshop, Reader’s Workshop, and Integrated Math Overview (9)

ELEMENTARY

Year One

- ER & D Foundations (30)
Saint Paul Federation of Teachers

Year Two – Three

- Writer’s Workshop I (30)
- Reader’s Workshop I (24)
- Integrated Math (18 or 3)

ELL, GIFTED SERVICES, AND SPECIAL EDUCATION

Year One

- ER & D Foundations (30)
Saint Paul Federation of Teachers

Year Two – Three

- Follow Elementary, Junior High and Middle School, or High School requirements as appropriate
- Gifted Services
See brochure for specific requirements

ALL SPECIAL EDUCATION SUPPORT PERSONNEL

Year One

- Principles of Learning Overview (18)

Year Two

- Writer’s Workshop, Reader’s Workshop, and Integrated Math Overview (9)
See special education requirements as appropriate

SAINT PAUL PUBLIC SCHOOLS
Achievement of Tenure Program
 For teachers hired starting school year 2005–2006 and after

The Career in Education Program was developed through collaboration between the Saint Paul Public Schools and the Saint Paul Federation of Teachers. The Career in Education Board consists of nine teachers and eight administrators. The goal of the program is to support the professional growth of teachers through quality, collegial professional development and assessment.

For further information see the 2006 Career in Education booklet and the Teacher Labor Agreement.

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