

**OUSD New Teacher Support and Development
Strategies to Provide Support for New Teachers
with Reduced Funding for 2010-11**

The current NTSD structure of providing wrap-around support services for Oakland's new teachers and coaches will be reduced significantly. The greatest impact will be related to support for mentors and coaches, monitoring and quality control, versus direct support for new teachers.

Support will focus on essential functions and responsibilities:

1. The BTSA program will focus on meeting the minimum requirements so teachers can earn their Clear credential.
2. BTSA mentoring will be primarily by current veteran classroom teachers and retired teachers.
3. The district's Intern support program will focus on providing classroom management coaching support to complement the course instruction interns receive from their intern programs.
4. Secondary science BTSA and Intern teachers continue participation in Team Science. They will receive one-on-one mentoring throughout the year and attend professional development in their content area.
5. Secondary BTSA and Intern math teachers will participate in the Algebra Academies, and receive summer professional development.
6. Special Education intern teachers will continue to participate in the Oakland Practitioner Teacher Program (OPTP), with an assigned mentor, similar to 2009-10.
7. All new hires, BTSA, and Intern teachers will have the opportunity to attend professional development in classroom management.
8. Intern teachers will receive classroom management coaching. School can also purchase additional classroom management coaching from NTSD for their teachers. In 2009-10, schools purchased support for 22 teachers.
9. New teachers will have the opportunity to attend any professional development provided by Instructional Services.
10. The Oakland Teaching Fellows, Teach for America, Oakland Practitioner Teacher Program, and Teach Tomorrow in Oakland programs will offer professional development similar to 2009-10.

As a result of the new structure due to budget cuts, the NTSD Manager and the BTSA Induction Coordinator will be assuming many of the responsibilities of the TSAs/Lead New Teacher Coaches, in addition to the responsibilities they currently hold. Also, their roles will be primarily operational to maintain compliance.

2009-10 Participating Teachers (BTSA & Intern) = 540
2010-11 Participating Teachers (BTSA & Intern) = 475

Service/Activity	2009-10	2010-11
New Teacher Support and Development + Teach Tomorrow for Oakland		
Budget	2,400,000	1,800,000
New Teacher Support (Intern + BTSA)		
Budget	2,189,000	1,273,000

