



HELLO

**Megan Cloud**

**Director of  
Professional Development**

**Vail School District**



# VUSD Profile

## Number of Schools

Elementary	8
Middle	4
High * 1 of which is a Non-Traditional High School	4
K-12 School	1
K-8 School	2



**Vail**

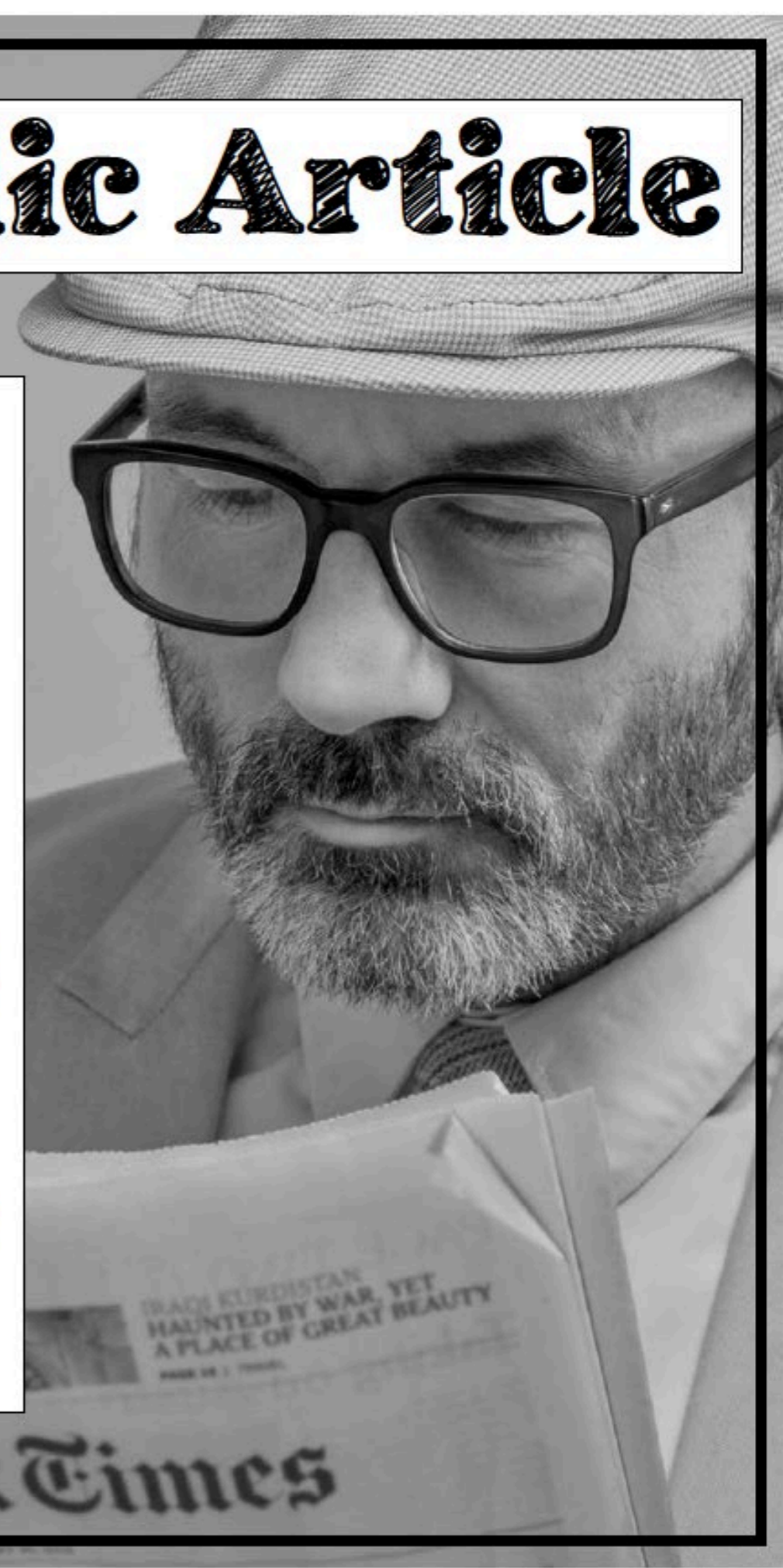
# Arizona Republic Article

-162 school districts

-46,000 teachers

-22% lacked full qualifications

-Nearly 2,000 teachers had no  
formal training





## **Arizona Senate OKs Bill Expanding Teacher Certifications**

**The Arizona Senate has given final approval to a bill that would change the state's teacher certification process to allow people with specific relevant expertise to become teachers.**

April 25, 2017, at 8:34 p.m

## Importance of Connections

- Without strong connections on campus, retention is unlikely
- Intervention/support during the first month is essential
- Sometimes Alternative Pathway teachers don't know or believe they are struggling



## Skill Development

- New Teacher Induction Program is critical to success, but not enough
- Early development of classroom management routines is paramount
- Reflective coaching is not enough

W h a t W e L e a r n e d

# Vail's System

District coaches worked with the most struggling teachers (2016)

Moved from a reflective to Direct Coaching Model (2016)

New Teacher Induction modifications (2017)

Direct Coaching Model with tiered instructional supports (2017)





All new teachers are at risk of not being effective.

- This is a growing problem.
- Everyone needs a plan.

**“If you don’t have a plan, you are planning to fail.”**