Megan Cloud
Director of Professional Development
Vail School District
<table>
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<tr>
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Vail
- 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.
What We Learned

**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 hat W e L e a r n e d
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.”