



New Hire Mentor/Induction Program

New hires will be partnered with a faculty member and will be required to meet at least once a month (and as often as needed). New hires will also meet at least two times a month in their content department PLC for planning and curriculum alignment (and as often as needed) which should allow the teacher to.

- Teach to MCCHS/ECHS standards according to the TEA ECHS Blueprint
- Evaluate impact of instruction on student performance
- A different teacher will model a lesson to their content area colleagues at PLC's
- Analyze and use student data and review SLO's as needed
- Design instruction to meet specific learning needs
- Contribute to a positive SHARK culture

New hires will be required to meet at least once a month (and as often as needed) with the MCCHS Leadership Team to discuss the above topics, or any other issues that may arise.

- Review MCCHS Faculty Handbook and any other campus policies as needed throughout the school year
- Review Capturing Kid's Hearts curriculum, to include the social contract, as needed throughout the school year
- Review campus wide AVID expectations and strategies as needed throughout the school year
- Review our partnership with TCC Northwest and what it entails as needed throughout the school year
- All new hires will be coached and evaluated, using the T-Tess rubric, by campus Principal regardless of content area being taught
- Will have two sit down lunches with mentors and mentees to discuss student and policy progress, questions, challenges, and concerns

All new hires will be required to take and submit findings from Strength Finders 2.0 in alignment with campus Mission, Vision, and Values.