NAIM Examples to reach ADAPTATION level

To move from Implementation or Awareness level to Adaptation level add a section to induction goals specific to needs of SED teachers

Program Goals:

Example
- To increase collaboration between SED and regular education teachers, the program will include cross discipline meetings at least once per quarter

Program Elements:

- An SED mentor will be provided for each SED Conditionally Certified teacher. (Specific areas) will be included in the SED mentoring program {Adori/IEP writing workshop, behavior management, data collection, parent conferencing}

- An identified LLC individual will be assigned to support beginning SED teachers

- Ongoing training for SED mentors will be provided at SAU expense

Program Evaluation

- An annual evaluation of Mentors and Mentees will be conducted with results analyzed by the LLC for the purpose of driving continuous improvement
• Post professional development surveys of Mentors and Mentees will be conducted, analyzed, and utilized for future planning and/or improvement

**Human Resources**

• By ______ a collaborative team of individuals will be identified and assigned responsibility for supporting the needs of beginning SED teachers

• By _____ ongoing support of beginning SED teachers will be incorporated into the LCC plan including positions responsible for the support

**Fiscal Resources**

• Funding allocated for support of beginning SED teachers will be identified and incorporated into the LCC plan (mentor training, professional development opportunities for SED teachers, mentor stipends, etc.)

**Physical Resources**

By _____ mentors and mentees will be trained in the use of electronic meetings utilizing the SAU system

By ----- a library of materials to support SED teacher professional development will be collected, organized and posted on the LCC website