

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