



Charlotte-Mecklenburg Schools

Beginning Teacher Support Program

The Charlotte-Mecklenburg Schools Beginning Teacher Support Program (BTSP) is implemented with the intent of ensuring that our beginning teachers have every opportunity to attain success. It is the desire of CMS to provide the support needed to ensure success and improve student retention. All teachers who hold initial (Standard Professional I) licenses are required to participate in a three year induction period with a formal orientation, mentor support, observations and evaluations prior to the recommendation for continuing (Standard Professional II) licensure. CMS is committed to a school-based service mentoring model that is implemented throughout the district.

Benefits

- ★ Have a positive role model to help you adjust to the classroom and support and encourage you along the way.
- ★ Learn the objectives, culture, and expectations of CMS.
- ★ Gain self-confidence and obtain professional growth
- ★ Access staff development opportunities designed to enhance classroom instruction and management skills.
- ★ Understand how to apply the Common Core Essential Standards.
- ★ Engage in "backwards planning" to meet all of the curricular objectives for the courses and grades you will be teaching.
- ★ Learn skills for succeeding in the school environment including collaboration with parents and the community.

What Can You Expect From Your Mentor

- ★ A sense of optimism for teaching
- ★ A professional relationship and commitment to continuous professional development.
- ★ Formal coaching on a regular basis (at least once a week).
- ★ Feedback on instructional strategies, interactions with students, and classroom management
- ★ Assistance with the development of your PDP as well as assessing you with the progress.

Every child. Every day. For a better tomorrow.