

5D/5D+ NEW TEACHER INDUCTION



MCL 380.1249.(1)2(m). requires districts, intermediate school districts and public school academies to provide training to teachers on the evaluation tool or tools used in its performance evaluation system and on how each evaluation tool is used.

Knowing COVID-19 may present challenges to providing new teacher training as you begin preparing for the 2020-21 school year, MASSP has designed two professional learning opportunities that districts may provide allowing educators to engage anytime, anyplace, and at any pace.

- **As a user benefit to all 5D+ Districts MASSP is providing an asynchronous module free of charge: Introduction to the Center for Educational Leadership's (CEL) Teacher Evaluation System** - This on demand module provides an overview of CEL's foundational ideas, 5D instructional framework, 5D+ rubric, and 5D+ inquiry cycle. It fulfills the minimum statutory requirements for teacher training in the district adopted evaluation tool. MASSP is providing this asynchronous module to all 5D+ districts free of charge to assist them in developing an understanding of CEL's foundational ideas, the 5D instructional framework and the 5D+ teacher evaluation rubric. Participants gain both an understanding of the background and purpose for using the 5 Dimensions of Teaching and Learning™ (5D™) instructional framework, the 5D+™ Rubric for Instructional Growth & Teacher Evaluation and their roles and responsibilities within cycles of inquiry. **(Free; 3 SCECHs)**
- **5D+ Indicators of High-Quality Instruction.** The 5D+ dimension specific module assists educators in developing a vision for rubric indicators within each dimension, authentic examples of what each indicator looks like in daily practice, suggested teacher and student moves to enact the distinguished performance level in daily lessons, and opportunities for participants to self-assess and determine areas of focus based on areas of strength and need. A district or mentor may supplement support around the modules using MASSP provided Facilitation Guides as each participant engages and completes the module independently **(\$150/person; 12 SCECHs).**

** Contact MASSP for large group pricing.*

NEW TEACHER INDUCTION MODULES

Intro to CEL's 5D/5D+
Teacher Evaluation
System
(Free, 3 SCECHs)

5D+™ Indicators of High
Quality Instruction: Understanding
CEL's 5D/5D+ Dimensions and
Indicators
(\$150, 12 SCECHs)

5D/5D+

TEACHER TRAINING

Michigan's Revised School Code section 380.1526 requires school districts to provide fifteen days of professional development to teachers across the first three years of their employment (aligned with the individual development plan and mentor's advice). A "day" is defined as at least six hours. The "year" is considered to begin on July 1 and end on June 30, coinciding with the school fiscal year. These days are in addition to the five days the district is required to provide to all teachers.

Meeting this requirement may pose a problem for district administrators with the likelihood of schools shifting between Phases 1-3, 4 and 5 of the MI Return to Learning Roadmap over the course of the 2020-21 school year. To ensure teachers receive high quality professional development, connected to their dimension specific instructional goals, MASSP has created a new program: **5D/5D+ Teacher Training**. The 5D/5D+ content consists of [six carefully crafted online modules](#) that can be accessed by PK-12 teachers statewide via Michigan Virtual. Each of the modules consists of readings, self-reflection, planning, implementation, and goal setting. The modules build upon the educators' core knowledge in key areas, including classroom environment and culture, student engagement, lesson design, assessment, culturally responsive teaching, and professional collaboration and evidence-based decision making.

5D/5D+ modules ensure every teacher receives systemic, consistent, research based content that aligns to their EDP and instructional goals. The online modules also have the side benefit of requiring teachers to learn in a virtual setting which will also enhance their own online instructional practice. Additionally, MASSP can create district specific customized learning modules. If your district has an on-going initiative (ie. restorative practice, trauma informed care, literacy essentials, etc) additional custom modules can be created allowing your new teachers to get up to speed with their colleagues.

5D/5D+ modules may also be utilized to support teachers on IDPs or those with instructional gaps who would benefit from additional training on specific aspects of the instructional framework. Additionally, over the last few years many districts have hired teachers directly from business or industry who did not complete a teacher prep program. 5D/5D+ modules support these staff members as well. Access to individual modules can be purchased for all of these circumstances.

Two online options for districts to consider when electing this training for their teacher(s):

- **Option 1 – 5D/5D+ Teacher Training (Self-Paced):** A district/school may purchase the 5D/5D+ modules for each teacher allowing them to access the modules as soon as they are hired and progress through them independently anytime, anyplace and at any pace. *(Individual educator fee: \$125/module; 20 SCECHs or \$625/bundle for all six modules; 120 SCECHs)*
 - A district/school may elect to purchase 5D/5D+ modules to deploy within a local cohort in which a group of new hires engage in the six modules over one year, two years or three years with the support of an MASSP provided Facilitation Guide.
- **Option 2 – Teacher+ (Facilitated):** A district/school may elect to enroll educator(s) in an MASSP cohort of teachers facilitated by Steve Seward, MASSP Associate Director. *(Individual educator fee: \$250/module; 20 SCECHs and Digital Badge, or \$1250/bundle for all six modules; 120 SCECHs and Digital Badges.)*

** Contact MASSP for large group pricing.*

5D/5D+

OPTIONS FOR SCHOOL DISTRICTS

POSSIBLE IMPLEMENTATION CALENDAR: 1 YEAR COHORT

5D/5D+ TEACHER TRAINING \$625/teacher, 135 SCECHs (Self-Paced)	TEACHER+ \$1400/teacher bundle, 135 SCECHs (Facilitated)
<p>August: New Hires Complete the following:</p> <ul style="list-style-type: none"> • Introduction to the Center for Educational Leadership's (CEL) Teacher Evaluation System (Free, 3 SCECH's On Demand) • 5D+ Indicators of High Quality Instruction (\$150/teacher; 12 SCECH's On Demand) <p>September: Classroom Environment and Culture</p> <ul style="list-style-type: none"> • 20 total hours (\$125/teacher) <p>October: Student Engagement</p> <ul style="list-style-type: none"> • 20 total hours (\$125/teacher) <p>November/December: Purpose</p> <ul style="list-style-type: none"> • 20 total hours (\$125/teacher) <p>January: Assessment for Student Learning</p> <ul style="list-style-type: none"> • 20 total hours (\$125/teacher) <p>February: Curriculum and Pedagogy</p> <ul style="list-style-type: none"> • 20 total hours (\$125/teacher) <p>March: Professional Collaboration and Communication</p> <ul style="list-style-type: none"> • 20 total hours (\$125/teacher) 	<p>August/September: New Hires Complete the following:</p> <ul style="list-style-type: none"> • Introduction to the Center for Educational Leadership's (CEL) Teacher Evaluation System (Free, 3 SCECH's On Demand) • 5D+ Indicators of High Quality Instruction (\$150/teacher; 12 SCECH's On Demand) <p>October: Classroom Environment and Culture</p> <ul style="list-style-type: none"> • 20 hours total; 5 hours per week for 4 weeks (\$250/teacher) <p>November/December: Student Engagement and Ownership of Learning</p> <ul style="list-style-type: none"> • 20 hours total; 5 hours per week for 4 weeks (\$250/teacher) <p>January: Purposeful Teaching and Learning</p> <ul style="list-style-type: none"> • 20 hours total; 5 hours per week for 4 weeks (\$250/teacher) <p>February: Assessment for Student Learning</p> <ul style="list-style-type: none"> • 20 hours total; 5 hours per week for 4 weeks (\$250/teacher) <p>March/April: Culturally Responsive Classrooms</p> <ul style="list-style-type: none"> • 20 hours total; 5 hours per week for 4 weeks (\$250/teacher) <p>May: Professional Collaboration and Communication</p> <ul style="list-style-type: none"> • 20 hours total; 5 hours per week for 4 weeks (\$250/teacher)

5D/5D+

OPTIONS FOR SCHOOL DISTRICTS

POSSIBLE IMPLEMENTATION CALENDAR: 2 YEAR COHORT

5D/5D+ TEACHER TRAINING

Year One: \$525/teacher, 75 SCECHs

Year Two: \$375/teacher, 60 SCECHs

YEAR ONE

August/September: New Hires Complete the following:

- Introduction to the Center for Educational Leadership's (CEL) Teacher Evaluation System (Free, 3 SCECH's On Demand)
- 5D+ Indicators of High Quality Instruction (\$150/teacher; 12 SCECH's On Demand)

October/November: Classroom Environment and Culture

- 20 total hours (\$125/teacher)

January/February: Student Engagement

- 20 total hours (\$125/teacher)

March/April: Purpose

- 20 total hours (\$125/teacher)

YEAR TWO

September/October: Assessment for Student Learning

- 20 total hours (\$125/teacher)

January/February: Curriculum and Pedagogy

- 20 total hours (\$125/teacher)

March/April: Professional Collaboration and Communication

- 20 total hours (\$125/teacher)

TEACHER+

Year One: \$900/teacher, 75 SCECHs

Year Two: \$750/teacher, 60 SCECHs

YEAR ONE

August/September: New Hires Complete the following:

- Introduction to the Center for Educational Leadership's (CEL) Teacher Evaluation System (Free, 3 SCECH's On Demand)
- 5D+ Indicators of High Quality Instruction (\$150/teacher; 12 SCECH's On Demand)

October/November: Classroom Environment and Culture

- 20 hours total; 2-3 hours per week for 8 weeks (\$250/teacher)

January/February: Student Engagement and Ownership of Learning

- 20 hours total; 2-3 hours per week for 8 weeks (\$250/teacher)

March/April: Purposeful Teaching and Learning

- 20 hours total; 2-3 hours per week for 8 weeks (\$250/teacher)

YEAR TWO

September/October: Assessment for Student Learning

- 20 hours total; 2-3 hours per week for 8 weeks (\$250/teacher)

January/February: Culturally Responsive Classrooms

- 20 hours total; 2-3 hours per week for 8 weeks (\$250/teacher)

March/April: Professional Collaboration and Communication

- 20 hours total; 2-3 hours per week for 8 weeks (\$250/teacher)

5D/5D+

OPTIONS FOR SCHOOL DISTRICTS

POSSIBLE IMPLEMENTATION CALENDAR: 3 YEAR COHORT

5D/5D+ TEACHER TRAINING

Year One: \$400/teacher, 55 SCECHs

Year Two: \$250/teacher, 40 SCECHs

Year Three: \$250/teacher, 40 SCECHs

YEAR ONE

August/September: New Hires Complete the following:

- Introduction to the Center for Educational Leadership's (CEL) Teacher Evaluation System (Free, 3 SCECH's On Demand)
- 5D+ Indicators of High Quality Instruction (\$150/teacher; 12 SCECH's On Demand)

October/November: Classroom Environment and Culture

- 20 total hours (\$125/teacher)

January/February: Student Engagement

- 20 total hours (\$125/teacher)

YEAR TWO

September/October: Purpose

- 20 total hours (\$125/teacher)

January/February: Assessment for Student Learning

- 20 total hours (\$125/teacher)

YEAR THREE

September/October: Curriculum and Pedagogy

- 20 total hours (\$125/teacher)

January/February: Professional Collaboration and Communication

- 20 total hours (\$125/teacher)

TEACHER+

Year One: \$650/teacher, 55 SCECHs

Year Two: \$500/teacher, 40 SCECHs

Year Three: \$500/teacher, 40 SCECHs

YEAR ONE

August/September: New Hires Complete the following:

- Introduction to the Center for Educational Leadership's (CEL) Teacher Evaluation System (Free, 3 SCECH's On Demand)
- 5D+ Indicators of High Quality Instruction (\$150/teacher; 12 SCECH's On Demand)

October/November: Classroom Environment and Culture

- 20 hours total; 2-3 hours per week for 8 weeks (\$250/teacher)

January/February: Student Engagement and Ownership of Learning

- 20 hours total; 2-3 hours per week for 8 weeks (\$250/teacher)

YEAR TWO

September/October: Purposeful Teaching and Learning

- 20 hours total; 2-3 hours per week for 8 weeks (\$250/teacher)

January/February: Assessment for Student Learning

- 20 hours total; 2-3 hours per week for 8 weeks (\$250/teacher)

YEAR THREE

September/October: Culturally Responsive Classrooms

- 20 hours total; 2-3 hours per week for 8 weeks (\$250/teacher)

January/February: Professional Collaboration and Communication

- 20 hours total; 2-3 hours per week for 8 weeks (\$250/teacher)