

Requirements	2015 – 2016	
	First Year	Second Year
Contact Hours	30 hours	30 hours
Orientation Meeting	Yes	Optional/Recommended
Coaching Cycle Activity 1. Pre-Conf. 2. Observation (30 minute min) 3. Data analysis 4. Reflecting Conf. 5. Written Reflection	1 per year	2 per year
Professional Development 1. Workshop (full day or Hot Topic) 2. Observations of veteran teacher (one period)	2 per year	2 per year
New teacher written reflection	4 per year	4 per year
Mentor feedback on New Teacher reflection	4 per year	4 per year
Review Professional Growth Plan	4 per year	4 per year

The I-KAN Regional Office of Education will provide:

1. Hot Topic attendance for new teachers and mentors at no additional cost
2 Professional Development Hours for each Hot Topic attended.
2. Oversight of new teacher progress and verification of completion of program.
3. Certificate of successful completion of state approved Induction program.
4. 22 Hours of professional development, per year, provided for both protégé and mentor by I-KAN upon completion of requirements for the year. (44 total Professional Development hours for completion of 2 year program)