

# Indian River Academy

## S.T.A.R. New Teacher Program

"Strengthening Teachers and Relationships"



500 20<sup>th</sup> Street SW  
Vero Beach, Florida 32962  
772-564-3290

**Principal:** Diane Fannin  
**Assistant Principal:** Meghan Davis  
**Administrative Assistant:** Elizabeth Gioffre  
**School Secretary:** Judy Zeh

**Mascot:** Florida Black Bear  
**Colors:** Red, White, Blue

### Bell Schedule

Teacher Hours – 8am – 4pm  
Brain Smart Start – 8:40 am  
Tardy – 8:50 am  
Dismissal– 3:20 pm

#### **Bear Commitments**

I am SAFE.  
I am HELPFUL.  
I am SCHOLARLY.

#### **Bear Creed**

I **BELIEVE** in myself and the great things I can do...  
I **EVOLVE** as I learn and grow...  
I **AIM** to reach my goals and to set new ones...  
I **RESPECT** who I am and the people that surround me...  
I am proud to be an IRA Bear!

**Vision:** To create a safe environment where all students engage in their own self efficacy so that they learn the lifelong skills needed to be successful- emotionally, socially, and academically.

#### **School Improvement Goals**

Goal #1: **Standards Based Instruction** to achieve academic goals  
Goal #2: **Conscious Discipline** implementation school-wide

**Component 1: Mentor Program**

*The overall role of the mentor teacher is to provide daily support, advice and counsel to the new teacher (0-3 years experience in district), helping him or her to have a successful experience in the school and community.*

Grade Level	Mentee	Mentor
K	Amber Langlois – Level 2	Margarett Kelly
1	Kelly Reno – Level 2	Allison Biandis
2	Melissa Roberts – Level 1	Nicole Biggs
3	Alicia Burt – Level 1	Susan Stewart
	Dawn Whiting – Level 2	
	Emily Miller – Level 1	Elaine Ragley
4	Dolores Luna – Level 1	Teresa Baird
ESE	Nicole Huber – Level 1	Leo Vollbracht
Cultural Arts	Rachel Page – Level 2	Amy D’Albora
	Elizabeth Healey – Level 2	
Cultural Arts	Randy Odom – Level 1	Brett Hollinger

**Mentor Commitments**

*I commit to...*

- Serve as a professional role model.
- Assist my mentee in meeting school/district responsibilities, becoming familiar with policies and procedures, and assisting with questions about curriculum, instruction and Conscious Discipline.
- Meet/check-in weekly with my mentee and complete the designated paperwork/log (this can include collaborative planning times).
- Make every effort to attend STAR meetings (IRA) and Mindset Monday meetings (district).

**Mentee Commitments**

*I commit to...*

- See the STAR program as an opportunity for professional growth and participate in this opportunity with that goal in mind.
- Reach out to members of my school family when I need help.
- Meet/check-in weekly with my mentor and complete the designated paperwork/log (this can include collaborative planning times).
- Attend STAR meetings (Level 1 teachers) and make every effort to attend Mindset Monday meetings (district).

**I, \_\_\_\_\_, commit!**

Level	Experience	Support (Minimum)
1	New to SDIRC w/ 0-1 years exp	Mentor District Support STAR PD (1x monthly)
2	Not new to SDIRC w/ 1-2 years exp	Mentor District Support
3	New to SDIRC w/ 3+ years exp	Mentor

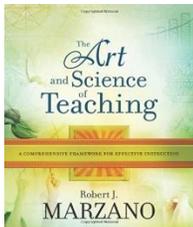
## Component 2: STAR New Teacher Program

*Each teacher who is new to the School District of Indian River County and has 0-1 years of teaching experience (Level 1 teachers) will participate in monthly Professional Development focused on the Marzano Map and other timely topics. All teachers are welcome to attend!*

Date/Time	Location	Topic	Facilitator
Monday 8/26/19 3:45pm – 4:30pm	Media Center	New Teacher Topics <ul style="list-style-type: none"> <li>• Growth Mindset</li> <li>• Building Relationships</li> <li>• Time Management</li> <li>• Routines &amp; Procedures</li> <li>• Formative Assessments</li> </ul>	Meghan Davis
Monday 9/23/19 3:45pm – 4:30pm	Media Center	Preparing for Conferences Parent Communication	Meghan Davis
Monday 10/28/19 3:45pm – 4:30pm	Media Center	Marzano High Yield Strategy: Identifying Similarities and Differences	Meghan Davis
Monday 12/16/19 3:45pm – 4:30pm	Media Center	Marzano High Yield Strategy: Summarizing and Note-Taking	Meghan Davis
Monday 1/27/20 3:45pm – 4:30pm	Media Center	Marzano High Yield Strategy: Reinforcing Effort and Providing Recognition	Meghan Davis
Monday 2/24/20 3:45pm – 4:30pm	Media Center	Marzano High Yield Strategy: Homework & Practice	Meghan Davis
Monday 3/30/20 3:45pm – 4:30pm	Media Center	Marzano High Yield Strategy: Nonlinguistic Representation	Meghan Davis
Monday 4/27/20 3:45pm – 4:30pm	Media Center	Promotion Review	Meghan Davis
Monday 5/15/19 4:30pm	Ay Jalisco	Fiesta Friday Celebration (Optional)	Meghan Davis

### Want to Know More?

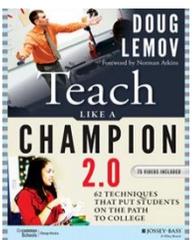
#### Standards Based Instruction Recommended Reading



The Art and Science of Teaching

Dr. Robert J Marzano

Though classroom instructional strategies should be based on science and research, knowing when to use them is more of an art. Robert J. Marzano presents a model for ensuring quality teaching that balances the necessity of research-based data with the equally vital need to understand the strengths and weaknesses of individual students.



Teach Like a Champion 2.0

Doug Lemov

*Teach Like a Champion* offers effective teaching techniques to help teachers, especially those in their first few years, become champions in the classroom. These powerful techniques are concrete, specific, and are easy to put into action the very next day. Training activities at the end of each chapter help the reader further their understanding through reflection and application of the ideas to their own practice. *Meghan's Note: Don't read this one straight through! Useful as more of a guidebook!*

**Component 3: Conscious Discipline Professional Development  
Quarterly Professional Development (All Staff)**

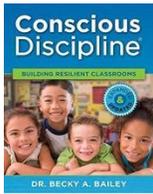
Date/Time	Location	Facilitator
August 6 <sup>th</sup>	Media Center	Diane Fannin
September 18 <sup>th</sup>	Media Center	Amy Speidel, Loving Guidance Associate
December 17 <sup>th</sup>	Media Center	Amy Speidel, Loving Guidance Associate
March 18 <sup>th</sup>	Media Center	Amy Speidel, Loving Guidance Associate

**Monthly Structure Focus**

Each month, our school faculty calendar will outline a CD structure(s) to focus on in your classroom, connected to a power and skill.

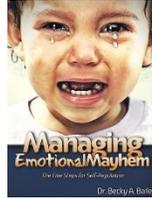
**Want to Know More?**

**Conscious Discipline Recommended Reading**



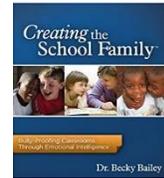
**Conscious Discipline: Building Resilient Classrooms, Dr. Becky Bailey**

This is the foundational book for Conscious Discipline. It revolutionizes the classroom approach to social-emotional learning by addressing the adult's skill set and internal states first, and then empowering the adult to teach and model these skills with children. Both research studies and individual testimonials show that Conscious Discipline simply works for transforming social-emotional skills, school climate, academics and home/school connections. Stop struggling with behaviors and standards, and start finding the joy in teaching again!



**Managing Emotional Mayhem**

Dr. Becky Bailey  
Self-regulation is the ability to manage your emotional upset and behavior, and is a prerequisite skill for life success. The way adults handle emotional upset when children are throwing fits, back-talking, name-calling, being defiant and withdrawing will either foster or inhibit their ability to develop self-regulation. *Managing Emotional Mayhem* lays a conceptual foundation, explores limiting beliefs, presents new adult skills and teaches us how to coach children in this transformative self-regulation process.



**Creating the School Family**

Dr. Becky Bailey  
Systematically create a positive school climate, dramatically increase teaching time, foster academic success, eliminate bullying, and decrease behavioral issues. School climate impacts all achievement! This book incorporates everything you need to successfully create and teach 12 classroom structures, integrating social-emotional well-being into your existing curriculum.

Component 4: District Support

**District Support at IRA: Mrs. Terri Beckham**

*Terri Beckham is a district employee who will visit our school weekly to provide in-classroom and out-of-classroom support for new teachers to the district. Though a focus will be on Level 1 teachers, any teacher under the New Teacher Induction Program umbrella can utilize her expertise.*

**Mindset Mondays Professional Development Track**

*These optional two hour professional learning opportunities are designed for new teachers (and eventually all interested instructional staff) to provide additional support based upon needs and upcoming events.*

**All Sessions will be held in the TEC at the District Main Office from 4-6pm.**

September 9th

October 14th

November 18th

December 9th

January 13th

March 9th

April 13th

May 11th

(No February session)

## District Contacts

Title/Program	Name	Phone Number
STAR New Teacher Program	Terri Beckham	564-3025
PD Records Specialist	Wendee Haddick	564-3032
Human Resources	General Information	564-3178
Employee Benefits	Amy Yeitter	564-3175
Payroll	Kathleen Ritch	564-3068
Teacher Certification	Laurie Janssen-Silvia	564-3116

## Indian River Academy

Title / Program	Name	Phone Number
My Mentor <ul style="list-style-type: none"> <li>• Daily Questions</li> <li>• Connections</li> </ul>		
My Grade Chair <ul style="list-style-type: none"> <li>• Collaborative Planning</li> <li>• School Communication</li> <li>• Daily Questions</li> </ul>		
Principal <ul style="list-style-type: none"> <li>• Evaluator 3<sup>rd</sup> – 5<sup>th</sup></li> <li>• Leadership Team</li> <li>• PBIS / Safety Team</li> <li>• Lead Learner</li> </ul>	Diane Fannin	564-3405
Assistant Principal <ul style="list-style-type: none"> <li>• Evaluator K-2<sup>nd</sup></li> <li>• New Teacher Program</li> <li>• Assessment</li> <li>• Volunteers</li> <li>• MTSS</li> <li>• PBIS / Safety Team</li> </ul>	Meghan Davis	564-3436 Cell: 850-445-0880
Administrative Assistant: <ul style="list-style-type: none"> <li>• Payroll / Sign In</li> <li>• Leave / Subs</li> <li>• Field Trips</li> <li>• Money</li> </ul>	Liz Gioffre	564-3404
School Secretary <ul style="list-style-type: none"> <li>• Attendance</li> <li>• Reception</li> <li>• Records</li> </ul>	Judy Zeh	564-3426
Behavior Intervention Specialist <ul style="list-style-type: none"> <li>• CD Model</li> <li>• Tier 2/Tier 3 Behavior Plans</li> </ul>	Laura McGill	564-3416
ESE Resource Specialist <ul style="list-style-type: none"> <li>• IEPs and 504s</li> <li>• Accommodations</li> </ul>	Kim Logue	564-6189
Instructional Coach / K – 2 <sup>nd</sup> <ul style="list-style-type: none"> <li>• Collaborative Planning</li> <li>• Instructional Support</li> </ul>	Kim Vollbracht	564-3419
Instructional Coach / 3 <sup>rd</sup> – 5 <sup>th</sup> <ul style="list-style-type: none"> <li>• Collaborative Planning</li> <li>• Instructional Support</li> </ul>	Elaine Ragley	
My Custodian <ul style="list-style-type: none"> <li>• Maintenance/Cleaning</li> </ul>		
Computer Lab Manager / IT <ul style="list-style-type: none"> <li>• Help Tickets/Computer Labs</li> </ul>	Eric Gamez	564-3434

