



**Evidence of Progress Monitoring**  
**School District of Indian River County**  
**#SDIRCStrongerTogether**

**Date:** 11/18/2020

**School/Department:** Gifford Middle

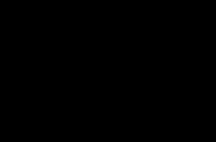
**Action Step #**  
**and Description:** 4.31 Support Staff Transition to Teaching  
(If more than one action step is evidenced here, please include all action step #'s and a brief description of each.)

**Explanation of Evidence:** Currently we have one (1) Long-Term Substitute teacher that has been identified as a protentional candidate to become a certified teacher. We currently have her working with a subject area, Clinical Ed. Certified Peer Mentor as well as an African American (also Clinical Ed. Certified) to support and coach her. She is also enrolled in the STAR new teacher program under the direction of Assistant Principal, Mrs. Tisa Blidgen.

**Results of Action Taken:** As a result of the action taken, our Long-Term sub is preparing to take the State Certification Test to receive a temporary certificate and work towards full certification. We have also set times within the school day to allow her to go in and observe Highly Effective teachers both in and out of her subject area.

**Reflection:** Upon reflections, this practice of assisting the Long-Term sub to transition her for the realities of becoming a full-time, certified teacher are great practices to continue with all teachers. Ensuring support and being proactive to the needs of our teacher can assist with a seamless transition from substitute to permanent teacher. The teacher is scheduled to take her FL teaching certification exam in December 2020.

## STAR MEETING

Name	Signature	Date	ID
Austyn Morae	<i>Austyn</i>	11/12/2020	
Wendy Surong	<i>Wendy</i>		