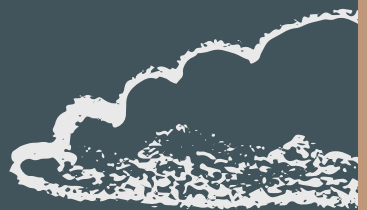


Launch Lincoln County



Tiana DeVries
Human Resources Director



eHCLE Final Project



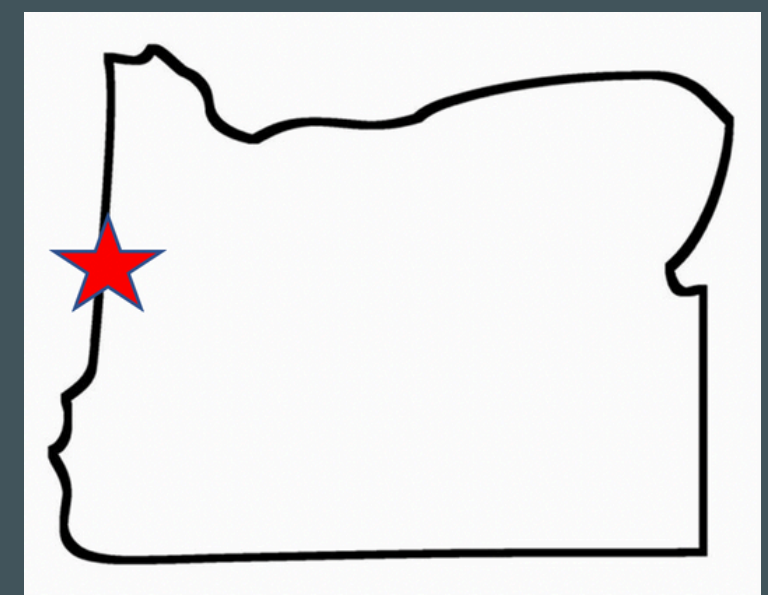


Central Oregon Coast

320 teachers

15-25% New to LCSD each year

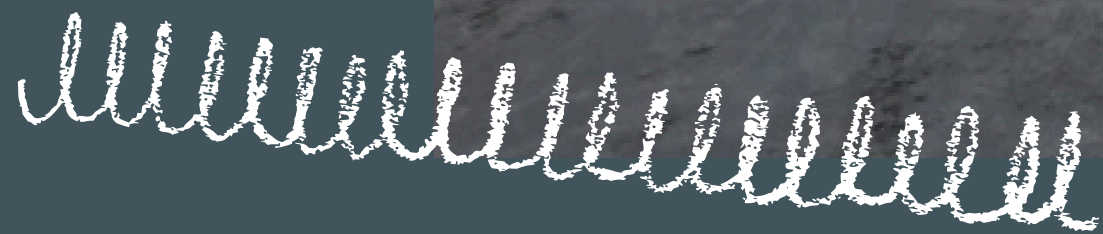
12 schools



Introduction to Lincoln County School District

About LCSD Students

4500 students
100% free breakfast and lunch
25% multilingual learners



What was our previous state for New Teacher Induction?



Presenters



Content



Delivery



Feedback for Change



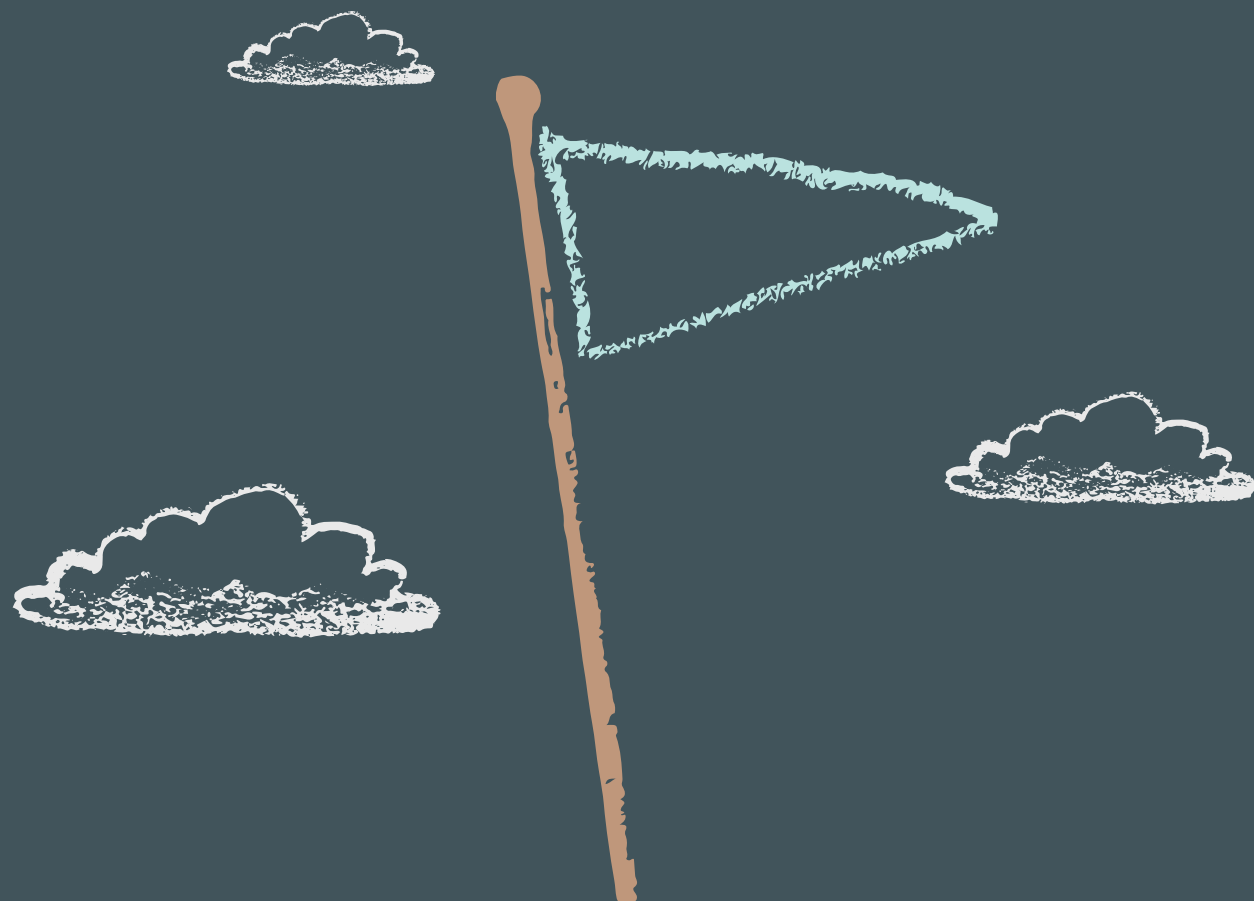
High rates of behavior incidents



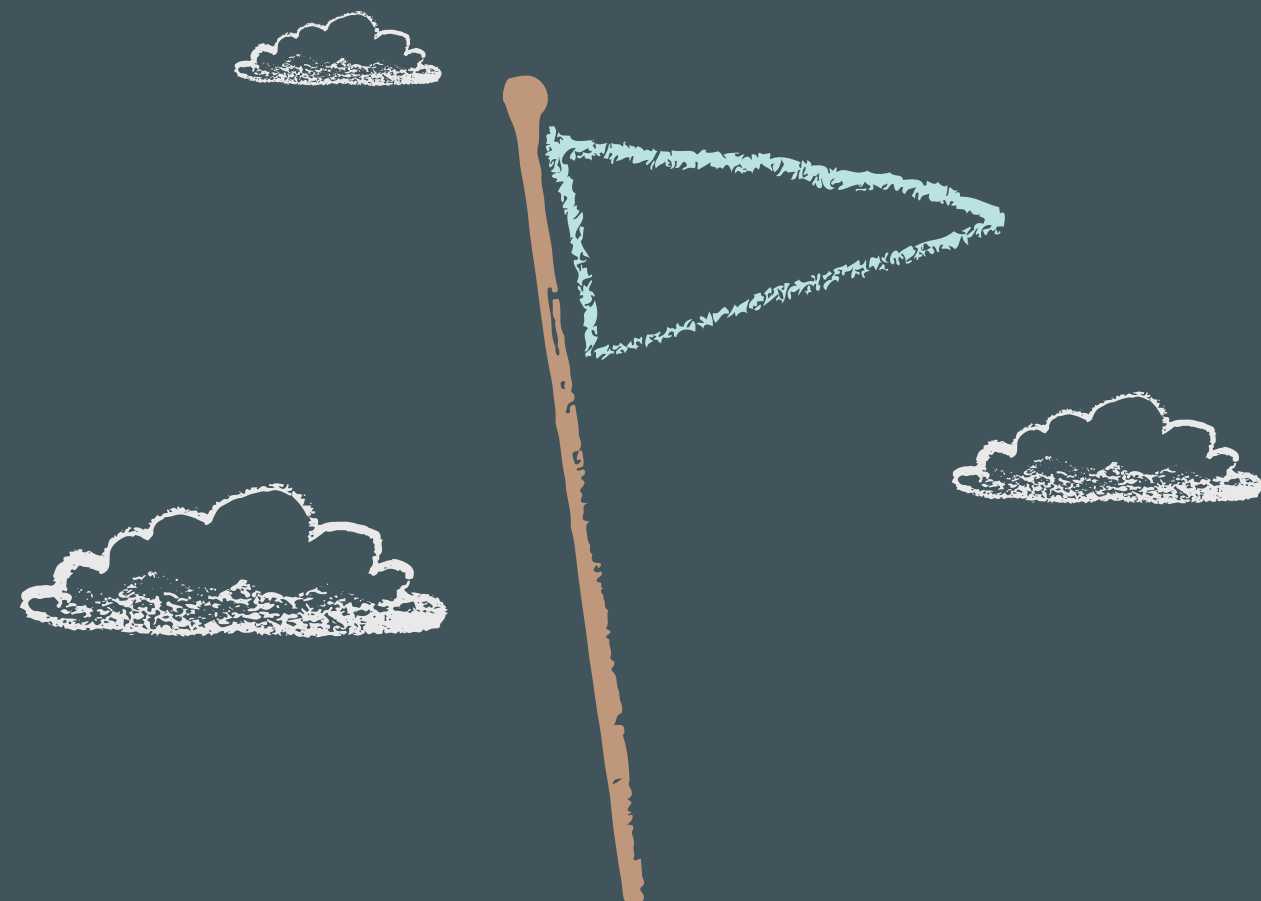
Low rates of instructional implementation



Firehose effect



Mapping it Out



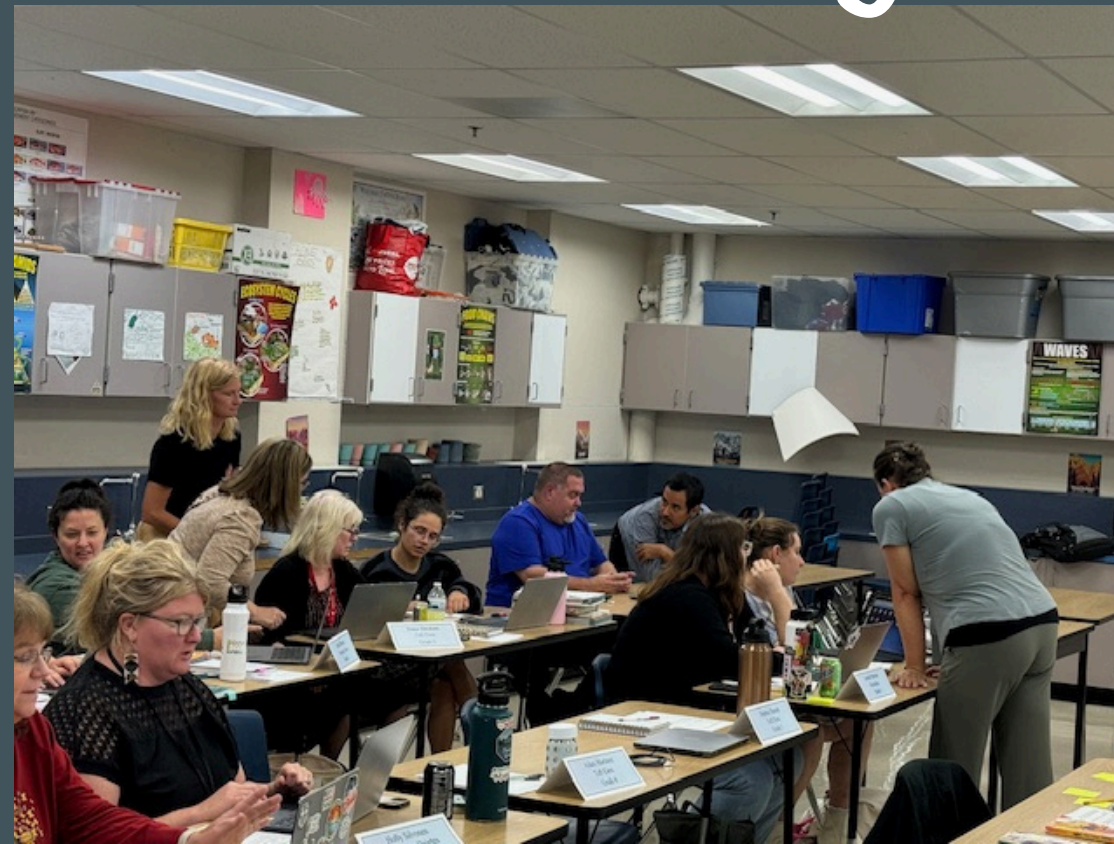
Newport High Wednesday 8/21	K2	3-6	7-12	ALL SPED
8:00-8:30	Welcome and Intro	Welcome and Intro	Welcome and Intro	Welcome and Intro
8:30-10:00	ECRI Location: classroom	Explicit: Boone Center	Fostering Resilient Learners: Book	Referral & Eval PlanEligibility EP writing and meetingsSyner gy activity Location: ES2
10-11:30	ECRI Location: classroom	Explicit: Boone Center	Fostering Resilient Learners: Book	Referral & Eval PlanEligibility EP writing and meetingsSyner gy activity Location: ES2

Launch Lincoln County Pilot

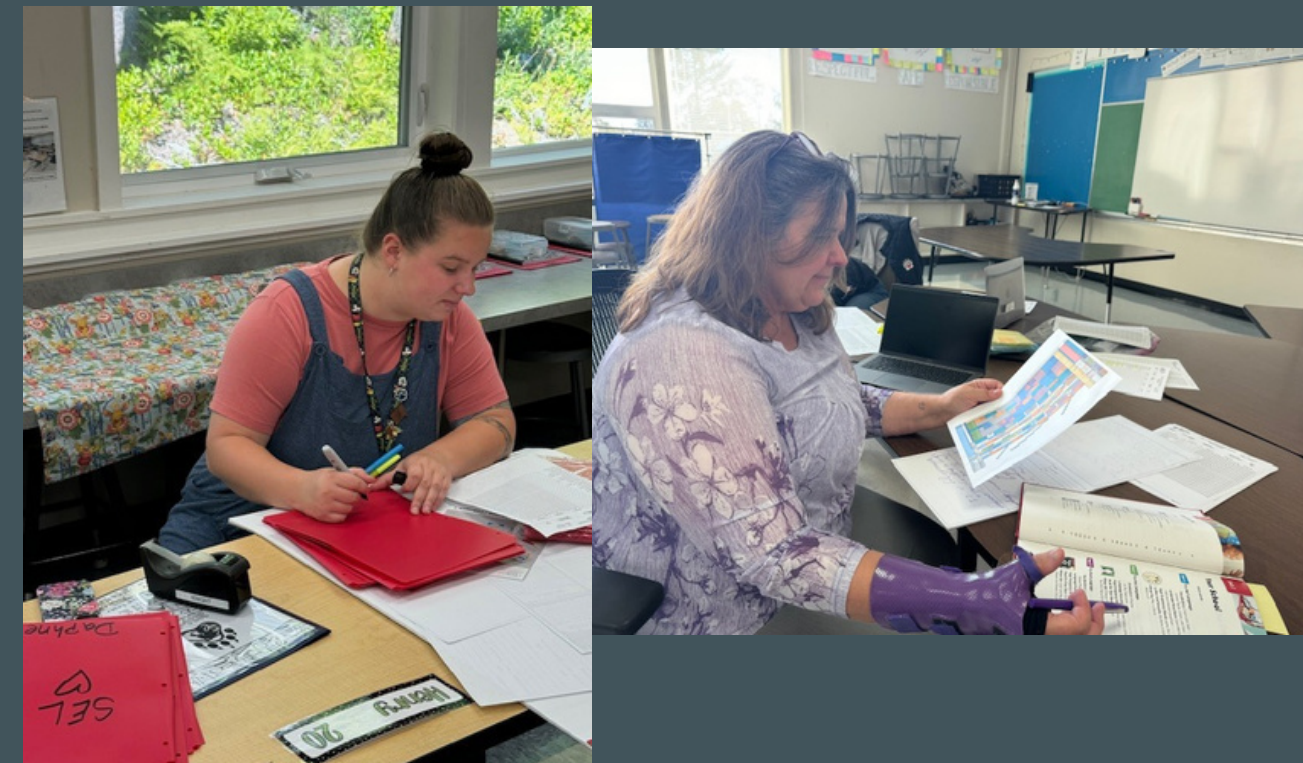
5+5 Days




Content



Presenters




Delivery




"This was the most comprehensive training I have ever received. Because of the pace and time allotted it is the first time in my career that I didn't feel overwhelmed. I feel prepared to do my best!"

Tiana Tucker



"Having 2 days of time to set up our classroom was amazing! "


Tiana Tucker



Survey:
I learned skills on developing a positive classroom culture. 100%

I learned skills in structuring, pacing, and engaging students in learning based on the District curriculum. 90%

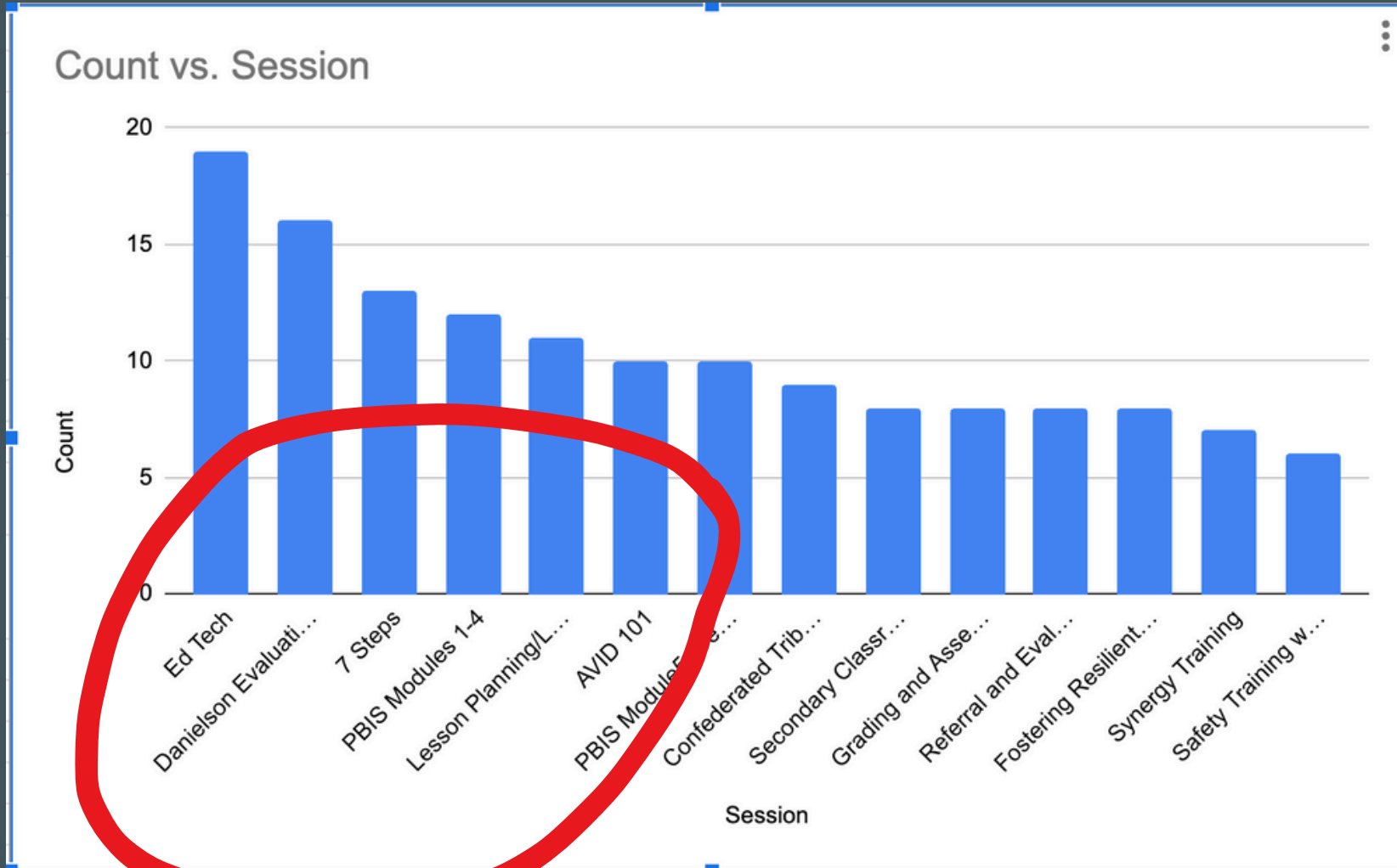
Tiana Tucker



"I loved how local focused it was and how you used your people. The local people know the district and the its needs and it good things come from that and it really highlights the strengths of the district, its needs, what the kids need, and its values."

Tiana Tucker

Google Survey



Synergy

Frontline

Criteria
2c. Maintaining Purposeful Environments
2d. Supporting Positive Student Behavior

Criteria
3a. Communicating About Purpose and Content (Use of Academic Language)
3b. Using Questioning and Discussion Techniques
3c. Engaging Students in Learning
3d. Assessment for Learning

Minor
10
8
7
11
2
1
8
4
13
9
34
7
5
5
4
2
11
11
1
5
22
10
7
197

*How did we pay for it?
Leverage of three budgets*

- 1. Fund 100-General Fund*
- 2. Title II-Professional Development*
- 3. State of Oregon-Recruitment
and Retention Grant*

Ongoing: Years 1 and 2



4 full seminar days



Credits



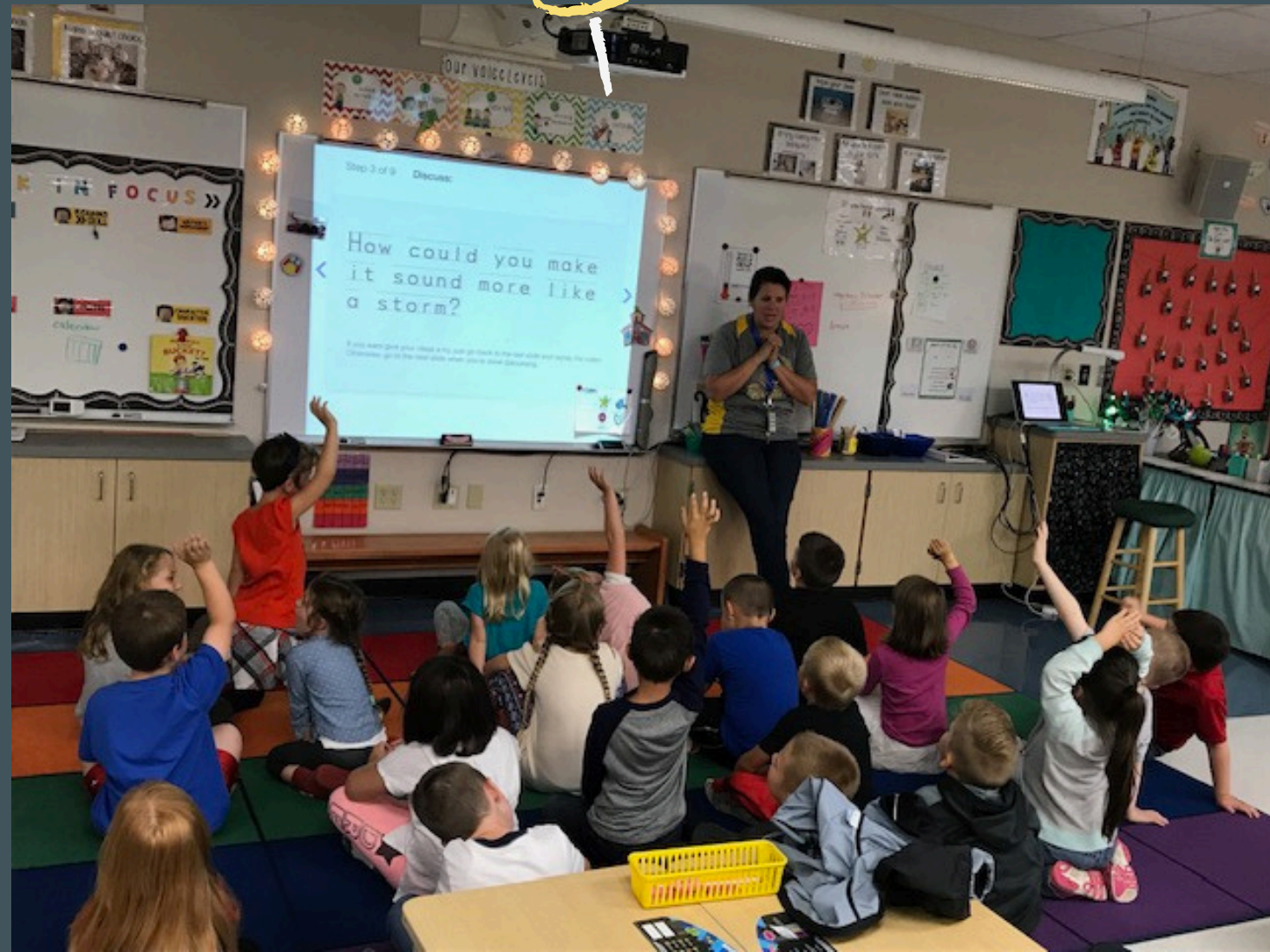
90 hours of mentoring



PD: Learning Labs and
Conferences



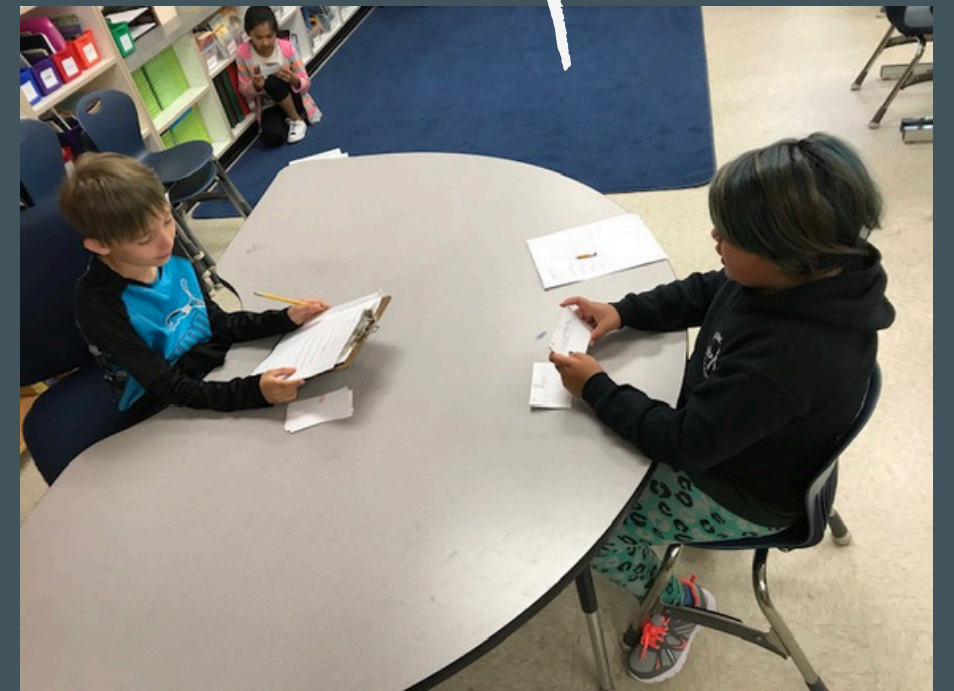
Getting to the Ideal State



Lower Referral Incidents



High Rates of Instruction



Referrals: New Teacher Rates Lower Than All

September-October 2024, 8 referrals per new teacher

September-October 2024, 10 referrals per teacher (overall)

Tiana Tucker

Walkthroughs New Teachers 2023 v 2024

Domain 2

Sept-October: 2023-85%

September-October: 2024-94%

Adopted Curriculum

2023-60%

2024-70%

Tiana Tucker

Retention

All 38 year 1 and 2 teachers are still working!

All 43 teachers hired 2024 are still working!

Tiana Tucker



What are ideas you have to strengthen our launch or improve your onboarding?



Scan me



Thank you!

