

# OUR KPS KEEP TEAM

## CONTACT US

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### K.E.E.P. Director

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## SUPPORT SYSTEM

The K.E.E.P. Support Team members are available to help ensure that the district's new certified staff's experience with Kalispell Public Schools is a positive one.

Kalispell Public Schools

# K.E.E.P



*Supporting, Encouraging,  
Mentoring, Challenging,  
Inspiring, and Sustaining  
Educators*



## YEAR ONE

- Assigned a mentor within their home school
- Required to attend four meetings including one planned afternoon of observations.
- Sessions include support and encouragement as well as information for evaluations, important district-wide initiatives, and professional development opportunities.

## YEAR TWO

- Required to attend three half day training sessions.
- Sessions include teaching strategies that enhance their own skills such as mental health of students and themselves, understanding the evaluation process, as well as contract language.

## MENTORING

K.E.E.P Mentors...

- share school specific norms
- locate information/people
- provide non-evaluative observation opportunities
- build a trusting relationship with his or her mentee.

DISTRICT AND BUILDING  
LEVEL ADMIN  
TEACHER'S UNION  
TITLE II FUNDING



MENTORING

INDUCTION

**WHY DOES KPS NEED  
A K.E.E.P PROGRAM?  
WE SIMPLY CAN'T  
AFFORD NOT TO.**

## TWO OF THE MOST EFFECTIVES TOOLS IN REDUCING TEACHER TURNOVER:

**Mentor from the same field**

**Common planning time with  
teachers in the same subject or  
regularly scheduled collaboration  
with other teachers on  
instruction.**

# NOT JUST FOR NEW EDUCATORS

*KPS believes that helping all of our new certified staff feel a part of a culture of professional educators is important to their development of a career long collaborative journey with the district.*

*No matter if it's their first year or their 30th, by helping them understand our district's climate and culture, our educators are better positioned to feel a part of not only their school but also a supportive community as a whole.*

## POSITIVE EFFECTS OF INDUCTION

- ✓ Educator Commitment and Retention
- ✓ Educator Classroom Instructional Practices
- ✓ Student Achievement

