NEW TEACHER
BOOTCAMP

PLANNING

Take early steps in planning, including development of classroom policies for behavior, participation, and grading. You'll prepare to maiximize learning through standards-aligned curriculm, including unit and lesson plans. You'll start the year with solid, proven plans that will help you succeed from your first day meeting with students.

PREPARATION

You'll prepare bulletin boards, seating arrangements, and course descriptions. You'll set up systems for record keeping, technology and managing students' arrival and departure, as well as make the best use of space to enahnce learning and maximize time spent teaching. We'll provide insight from experienced teachers that makes all the difference.

TEACHING

You'll learn hands-on, practical strategies that promote student accountability, self-respect, self-discipline, and responsibility. You'll discover ways to use grading systems to provide support for struggling students while challenging the gifted. You'll also get practical advice for supporting students who struggle with reading, writing, study skills, and more.

PROFESSIONALISM

With this profession come expectations for conduct in and outside school. We'll start with steps to success in being evaluated, including preparation for and teaching during your evaluation. We'll also help you collect and report data about student progress. Finially, we'll look at social media and communication, focusing on helping you succeed.

ABOUT THE EXCELLENCE IN YOUTH BOOTCAMP

The Bootcamp is an interactive program that new teachers may use independently or with a mentor to explore the areas that make a huge difference in getting a strong start as a teacher. Based upon more than 30 years of experience as an educator, leader, and researcher, nationally recognized Jim Kestner has prepared an online program that is more than just videos and activities. He is available for one-on-one coaching at no extra charge. And once we are all able to do so safely, participants will be invited to face-to-face seminars. The program covers 9 essential elements of teaching, and each provides direction to meet the needs of teachers at any grade level or subject area.

- ◆ Planning an effective educational environment
  Developing classroom policies and procedures (classroom management)

- ◆ Understanding legal issues
  Planning curricula and lessons

- ◆ Beginning the first days of teaching
  Promoting success for all students

- ◆ Teaching academic survival skills
  Building student character
- ◆ Living life as a professional educator

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Excellence in Youth New Teacher Bootcamp

Jim Kestner

PURPOSE: Schools need to hire professionals who come equipped not only licensed by the state and a university degree, but with dispositions and perspectives that point to success. The Excellence in Youth New Teacher Bootcamp addresses this need by immersing first-year teachers in an interactive experience designed to help them make a successful transition from college and professional pre-teaching experiences to the day-to-day work that results in student achievement; peer, staff, and administrative satisfaction, and parent and community appeal.

APPROACH: The Excellence in Youth New Teacher Bootcamp is designed specifically for first-year teachers. Other teachers in early stages of their careers will also benefit, and the module approach of the program allows participants to complete as many or as few program elements as they like. They may also complete them in any order they wish.

INTERACTIVE EXPERIENCE: Following safe practices to prevent the spread of COVID-19, all sessions are currently delivered electronically. However, when it is safe to do so, face-to-face sessions will be offered to enhance teachers' abilities to interact with founder Jim Kestner and share ideas with each other. Even online, though, participants will find program highly interactive, with the opportunity to communicate with others in the program, as well as with Kestner.

9 ELEMENTS FOR SUCCESS: Through this comprehensive program, teachers follow an analogy of a group preparing for an expedition, exploring nine areas of critical development for success, including

1. Planning an Effective Educational Environment
2. Developing Classroom Policies and Procedures
3. Understanding Legal Issues
4. Planning Curricula and Lessons
5. Beginning the First Days of Teaching
6. Promoting Success for All Students
7. Teaching Academic Survival Skills
8. Building Student Character
9. Living Life as a Professional Educator

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RESULTS By the end of Bootcamp, teachers will have sketched out their first lessons, developed classroom policies, considered effective ways to manage time, planned strategies for handling common challenges that come with the first year of teaching, and prepared to introduce themselves to students, colleagues, and parents.

Teachers who complete the program will have fewer classroom management challenges, be more prepared to differentiate instruction for their students, assimilate themselves into the school culture more effectively, address the range of student diversity more effectively, and contribute to the positive environment of the school and community. Teachers have access through their full year of teaching, providing support from start to finish!

To expand impact beyond the Bootcamp, Jim Kestner will be available for individual coaching at no extra charge. Once it is safe to do so, options for formal face-to-face sessions will be offered to build upon the Bootcamp experience.

PROFESSIONAL DEVELOPMENT CREDIT: Teachers have the opportunity to earn up to 27 hours of professional development credit by completing all 9 elements, providing a terrific way to get ahead of state licensure requirements. Participants should contact us at help@ExcellenceInYouth.com to get details for their state and school.

GETTING STARTED: Here's a detailed overview of the 9 elements. Ready to register? It's easy! Just go to Teacher Bootcamp at ExcellenceInYouth.com, email jkestner@yahoo.com, or call 217.778.3512.

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Bootcamp Sessions Overview

PART ONE: PREPARING YOUR EXPEDITION: PROFESSIONAL PREPARATION

SESSION 1: SETTING SITES: PLANNING AN EFFECTIVE EDUCATIONAL ENVIRONMENT
- A. Your Space: Classrooms, Labs, and Gymnasiums
  1. Why Is This Space So Empty?
  2. Textbooks and Support Materials
  3. Equipment and Supplies
  4. Technology
  5. Record Keeping
  6. Sources for Assistance
- B. Students' Space: Maximizing Engagement
  1. Seating Arrangements
  2. Academic Support Center
  3. Homework and Other Paperwork
  4. Learning Centers
  5. Safety and Security
- C. Virtual Space
  1. Teacher/Class Webpages
  2. Social Media Considerations
- D. Space for Support and Inspiration
  1. Inspiration
  2. Reference

Key points:
- Introduces teachers to the responsibilities they will face in terms of securing textbooks, supplies, and equipment for teaching, as well helps them anticipate and proactively plan for teaching in an environment with resources that may appear to fall short of the ideal. Suggests strategies for reaching out to parents, community organizations, and businesses to obtain resources that cannot be accessed through school budgets.
- Suggests strengths and weaknesses of various seating arrangements and provides suggestions for arranging space to provide students with support and reference materials.
- Provides suggestions for easing the task of handling daily paperwork.
- Addresses safety and security issues, both in terms of becoming aware of school policies and procedures, as well as ensuring that teachers' learning environments promote safety both during typical student activities and in the event of students whose actions become a threat to others.
- Guides approaches to developing and maintaining web pages, as well as school and personal social media presence
- Suggests methods for decorating the room and providing reference materials, posters, and so on that promote students' feelings of competence and interest in teachers' classes.

SESSION 2: PROVISIONS AND EQUIPMENT: DEVELOPING CLASSROOM POLICIES AND PROCEDURES
A. Exploring Roles
   1. Teachers' Roles
   2. Students' Roles
   3. Parents' Roles
B. Developing a Classroom Management Plan
   1. Communicating with Administration
   2. Understanding and Working with Existing School Systems
   3. Establishing Communication Systems with Parents
   4. Maintaining Accurate Records
   5. Planning for Conflict
C. Handling Emergencies
   1. Exploring Existing Policies
   2. Recruiting Assistance from Colleagues
   3. Conducting Effective Practices
D. Writing Policies That Encourage Student Respect, Discipline, and Responsibility
   1. Setting and Communicating Positive Goals
   2. Making Students Responsible
   3. Making Policies Enforceable
   4. Including Positive and Negative Consequences
   5. Planning for the Unexpected

Key points:
- Examines the roles of teachers, students, and parents, providing teachers with insight into ways to communicate those roles to students and parents in ways that encourage students to maximize their efforts.
- Provides a template for a classroom management plan, addressing differences by grade level and considerations for content taught.
- Describes systems for maintaining communication among students, parents, and administrators, as well as methods for keeping accurate records that reduce the potential for disputes to arise.
- Emphasizes unique demands for safety placed on teachers as they work with students.
- Provides sample policies for handling in-class and out-of-class emergencies, along with discussion of strengths and weaknesses of those policies.
- Suggests methods for practicing emergency procedures that maximize students' abilities to respond in real emergency situations.
- Provides templates to assist teachers in creating their own policies, along with tips for translating written policies into success with students.

SESSION 3: FORCES OF NATURE: UNDERSTANDING LEGAL ISSUES
    A. Teachers' Rights and Responsibilities
        1. Public and Private Lives
        2. Academic Freedom and Freedom of Speech
        3. Contracts, Tenure, and Dismissal
        4. Discrimination
        5. Suspecting and Reporting Abuse
        6. Supervision and Student Safety
        7. Social Media
    B. Students' Rights and Responsibilities
        1. Privacy
        2. Freedom of Expression
        3. Due Process
        4. Tolerance
        5. Harassment
        6. Social Media
    C. Parents' Rights and Responsibilities
        1. In-School Issues
        2. Out-of-School Issues

Key points:
- Builds teachers' confidence by highlighting the key legal concepts, terms, and circumstances that revolve around the unique nature of the educational environment.
- Presents court cases and hypothetical circumstances to enhance teachers' abilities to achieve their goals without creating avoidable legal difficulties.
- Demystifies due process as it applies to teachers, students, and parents.
- Highlights teachers' legal responsibilities as professionals to provide safe environments and to recognize and report incidents of suspected abuse and other sensitive issues related to student welfare.

SESSION 4: CHARTS AND STARS: PLANNING CURRICULA AND LESSONS
    A. Learning Standards
        1. Importance of Standards
        2. Sources for Standards
        3. Types of Standards
    B. From Standards to Curriculum
        1. Curriculum by Grade Level
        2. Curriculum by Course
        3. Curriculum by Unit
    C. From Curriculum to Lessons
        1. Elements of Effective Lesson Plans
        2. Estimating Time
        3. Differentiated Instruction
        4. Reflection, Evaluation, and Revision
        5. Tips for Keeping Up
    D. Plans for Special Circumstances
        1. Planning for the Unexpected
        2. When Time Runs Out
        3. When Material Runs Out
        4. Transitions
        5. Preparing for Substitute Teachers

Key points:
- Discusses the importance of learning standards, especially in relation to state and national standards, and assists teachers in finding and understanding standards that affect their plans with their students.
- Provides a system for developing a comprehensive, standards-based curriculum for any level at which teachers may find themselves responsible, including grades, courses, units, and daily lessons.
- Examines the most common lesson plan models and discusses adaptations and variations appropriate by grade and subject area.
- Explores approaches for differentiating instruction to help all students achieve, along with tips for making progress necessary to achieve academic goals for the year.
- Includes sample lesson plans and tips for handling common challenges, such as unexpected changes in daily schedules, interruptions, lessons that take less or more time than expected, maintaining student engagement during transition times, and enhancing student learning when substitute teachers take charge.

PART TWO: ON THE JOURNEY: TEACHING AND LEADING

SESSION 5: ASSEMBLING YOUR CREW: BEGINNING THE FIRST DAYS OF TEACHING
   A.   Assimilating School Culture and Politics
      1.   Understanding Schools in Communities
      2.   Learning the Ropes in Your Building and Department
      3.   Fight or Flight: When Cultures Clash
   B.   Building Relationships
      1.   Administrators
      2.   Mentors
      3.   Colleagues
      4.   Support Staff
      5.   School and Community Involvement
   C.   Involving Parents
      1.   Communicating with Parents
      2.   Preparing for Conferences
      3.   Written Communication
      4.   Electronic Communication
      5.   Conflict Resolution

Key points:
- Examines the critical role that schools play in twenty-first century communities and provides strategies for taking approaches that build upon strengths and minimize challenges inherent in local school and community cultures.
- Provides strategies and concrete examples of ways to build positive relationships with administrators, mentors, colleagues, support staff, and community members.
- Emphasizes the importance of communicating and teaming with parents to help students achieve their potential with specific suggestions for handling conferences and resolving conflicts among parents, students, and teachers.

SESSION 6: STAYING THE COURSE: PROMOTING SUCCESS FOR ALL STUDENTS
- A. Implementing Your Classroom Management Plan
    1. Establishing a Learning Environment
    2. Communicating Expectations
    3. Holding Students Accountable
    4. Applying Principles of Consistency and Fairness
    5. Handling Common Disruptive Student Behaviors
    6. Handling Students Who Fail to Respond
- B. Teaching Every Student
    1. Keeping Students Engaged
    2. Students with Exceptionalities
    3. Students from Diverse Backgrounds
    4. Advanced Students
    5. Helping Students Who Struggle
- C. Monitoring Progress
    1. Effective Questioning Techniques
    2. Identifying and Addressing Negative Tendencies
    3. Helping Students Set Goals
    4. Teaching Students to Monitor Themselves
- D. Evaluating Achievement
    1. Designing Effective Assessments
    2. Teaching Students to Succeed
    3. Using Grading Systems to Encourage Self-Realization

Key points:
- Bridges the gap between developing and consistently implementing classroom policies.
- Relays common mistakes new teachers make in handling classroom management and details approaches for overcoming them.
- Provides specific, grade-appropriate direction for addressing the most common disruptive student behaviors.
- Introduces time-tested actions for handling students who fail to respond to traditional classroom management efforts.
- Emphasizes the importance of and provides suggestions for helping every student realize his or her potential, with special attention to working with students with exceptionalities, students from diverse backgrounds, and students with advanced academic abilities.
- Provides a system for planning and implementing questioning techniques that provide quick, accurate feedback about student comprehension.
- Details an approach for teaching students how to set, pursue, and achieve realistic, yet challenging goals for their success in school and in life.
- Suggests assessment strategies that provide accurate feedback on students' progress and reduce anxiety and other factors that hinder teachers' abilities to evaluate students' achievement.

SESSION 7: WEATHERING STORMS: TEACHING ACADEMIC SURVIVAL SKILLS
- A. Reading and Research
  1. Taking Good Notes
  2. Remembering What We Read
  3. Gathering Research
  4. Organizing Notes and Research
- B. Problem Solving and Critical Thinking
  1. Understanding Problem Statements and Questions
  2. Identifying and Pursuing Strategies
  3. Sharpening Thinking Skills
  4. Problem-Solving in Mathematics
  5. Problem-Solving in the Sciences
- C. Studying
  1. Organizing Resources
  2. Identifying Key Concepts
  3. Systems for Effective Studying
  4. Enhancing Memory and Retention
- D. Writing
  1. Breaking Large Tasks into Small Ones
  2. Overcoming Blank Page Anxiety
  3. Focusing on Content
  4. Polishing Through Editing
- E. Test Taking
  1. Preparing Students for Testing
  2. Overcoming Test Anxiety
  3. Preparing and Administering Effective Tests and Quizzes
  4. Interpreting Student Performance
  5. Measuring Student Growth
- F. Speaking
  1. Preparing to Speak
  2. Using Time-Tested Techniques
  3. Reducing Anxiety
  4. Mastering Nonverbal Skills

Key points:
- Provides strategies for improving students' reading skills and comprehension.
- Introduces a process for conducting efficient and effective research.
- Provides techniques and activities to sharpen students' abilities to solve problems and think critically.
- Introduces study strategies for different types of learners.
- Explores a step-by-step process for teaching students to plan, write, and revise written assignments.
- Relates approaches for designing and reviewing results of a variety of student assessments.
- Examines common roadblocks that prevent students from speaking effectively in front of their peers, along with exercises and strategies for overcoming those roadblocks.

SESSION 8: AMAZING DISCOVERIES: BUILDING STUDENT CHARACTER
  A. Character as a Skill Set
     1. The Myth of Character Traits
     2. The Power of Character Skills
  B. Teaching Respect
     1. Importance of Self-Respect
     2. Self-Esteem and Self-Respect
  C. Creating Opportunities for Success
     1. Success in a Typical Scenario for Failure
     2. Success and Risk Taking
  D. Developing Character Skills
     1. Progressive Skill Development Techniques
     2. Setting Goals
     3. Tracking Progress
     4. Reflection and Revision

Key points:
  - Demonstrates the power of viewing character development as a skill-building endeavor.
  - Examines the critical role of self-respect in reaching students who typically fail in educational environments and highlights several common dangers associated with efforts that focus exclusively on building students' self-esteem.
  - Provides sample activities that transform typical scenarios for students' academic failure into experiences that convince students they have the capacity to succeed.
  - Introduces a system for using typical academic and physical skill-development techniques to teach student character, providing applications specific to students at all grade levels.

SESSION 9: REFLECTION AND INSPIRATION: LIVING LIFE AS A PROFESSIONAL EDUCATOR
A. Professional Performance
   1. Preparing for Your Pre-Observation
   2. Preparing for Your Formal Observation
   3. Preparing for Your Post-Observation
B. Professional Reflection
   1. Collecting Information About Yourself as an Educator
   2. Setting Goals for Professional Improvement
C. Professional Collaboration
   1. Observing Colleagues
   2. Teaming for School Improvement
D. Professional Development
   1. Continuing Education
   2. Reading and Research
E. Professional Service
   1. Association Involvement
   2. Community Involvement
   3. School Involvement

Key points:
- Focuses teachers on their responsibilities regarding the performance evaluation process.
- Demonstrates methods for collecting information about teachers' teaching practices, evaluating strengths and weaknesses, and setting goals for improvement.
- Provides tips for gathering valuable insights from observing colleagues.
- Explores options for continuing professional development that meet certification requirements, increase salaries, and enhance teaching effectiveness.
- Identifies the importance of becoming involved in professional service both inside and outside the school.

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