

Important Dates

Intro to Conroe ISD for New Hires: Day 1

Wednesday | July 29

Intro to Conroe ISD for New Hires: Day 2

Thursday | July 30

New Teacher Campus Orientation

Friday | July 31

District Wide Professional Learning

Thursday | August 6

NTA Year 1 Meet and Greet

Monday | September 21

NTA Year 1 Meet and Share

Monday | February 22

Contact Information

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Novice Teacher Academy



Conroe Independent School District has developed a comprehensive induction program to support beginning teachers as part of its commitment to academic excellence and high-quality instruction. The Novice Teacher Academy offers targeted professional learning designed to help educators grow from initial preparation to effective, confident teaching.

2026 - 2027

About Novice Teacher Academy

Teachers enter education through various pathways — traditional university preparation or alternative certification — but most teaching assignments offer little room for a gradual transition into the role. The Novice Teacher Academy (NTA) exists to bridge that gap.

The NTA provides structured support and professional learning for newly hired teachers with no prior full-time teaching experience. As a novice teacher with zero years of experience, you will be assigned a mentor to help guide you through your first year. First-year teachers in Conroe ISD are required to attend The Standard of Classroom Culture and complete twelve (12) hours of content-area professional learning. Second-year teachers will complete an additional twelve (12) hours of content-area development.

All new teachers will participate in Introduction to Conroe ISD sessions covering technology, The Standard of Classroom Culture, and content curriculum, with further learning opportunities available throughout the year. We are excited to be on this journey with you!

Mission

The mission of the Conroe ISD Novice Teacher Academy is to support new teachers in developing strong instructional skills and fostering continuous professional growth. The Academy's purpose is to ease the transition into the educational environment by modeling and promoting effective, research-based teaching practices.

Purpose

The **purpose** of the CISD Novice Teacher Academy is to assist in acclimation to the educational environment by teaching and modeling best practices.



The Beginning Teacher's Field Guide: Embarking on Your First Years

The personal side of starting a teaching career—the joys and pains—often goes undiscussed. *The Beginning Teacher's Field Guide: Embarking on Your First Years* offers the advice and empathy K-12 beginning teachers so desperately need. Author Tina H. Boogren pairs the six phases a new teacher goes through— (1) anticipation, (2) survival, (3) disillusionment, (4) rejuvenation, (5) reflection, and (6) second anticipation—with personal essays she wrote during her first years in the classroom. She arms readers with classroom strategies and self-care practices tailored to the challenges they're likely to encounter in each phase, and encourages them to record their reflections directly in the book.

Supporting Beginning Teachers

New teachers are leaving the profession at an alarming rate. To help retain and develop beginning educators, professional guidance and support during their initial years in the classroom are vital. In the second edition of *Supporting Beginning Teachers*, author Tina H. Boogren provides updated research and additional strategies for mentoring the newest educators. With this book's framework for designing a meaningful and comprehensive teacher mentoring program, K-12 mentors, coaches, and school leaders can develop new teachers' confidence and expertise.

The Texas Standard

The Standard of Classroom Culture is our district's approach to creating learning environments that support the whole child, not just academic success. It is a key part of The Texas Standard, our unified district framework designed to prepare every student for success in school, career, and life. Through clear systems, consistent structures, and relationship-centered practices, classrooms are built to promote student growth and success.