Our Goal: to develop, support and retain novice teachers and experienced new-to-AACPS educators.

Components of the Right Start Program include New Teacher Onboarding Kickoff, professional learning opportunities, and individualized professional development and support from a Right Start Advisor (RSA).

Right Start Advisors are classroom teachers who are released from teaching responsibilities to mentor new teachers, 1st, 2nd, and 3rd year educators, as well as experienced new-to-AACPS educators, during their first year in the district. The primary role of RSAs is to promote the development of beginning educators to advance student learning.

Mentor new teachers
- Locate resources
- Provide advice
- Navigate the school system
- Advocate
- Develop short and long-term goals

Coach new teachers
- Planning Conversations
- Reflective Conversations
- Problem Resolving Conversations
- Student work analysis

Model effective practices
- Professional Behaviors
- Demonstration Lessons
- Co-teaching
- Collaborative Planning

Develop new teachers
- School-based and district-wide professional development
- Learning Visits
- Professional Development Days
- Instructional Coaching

Collaborate with multiple stakeholders
- New Educators
- Administrators
- Department Chairpersons, Lead Teachers, and Resource Teachers
- Other RSAs
- Everyone!

Observe instruction
- Focused, objective, non-judgmental classroom data collection

Empowering new teachers to advance student learning