

## Teacher Induction Programs:

### What Matters and What Works



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## Induction for Beginners In High-Performing Nations

**Regularly available to all**

**Guided by trained Senior / Mentor Teachers**

- ✓ In-classroom coaching
- ✓ Curriculum and lesson planning
- ✓ Seminars on key topics

**Reduced teaching load**

**Typically 2 years**

- **4 years in Toronto, Canada where 98% of beginning teachers are still teaching after 4 yrs.**
- **Attrition in Ontario, Finland, and Singapore is 3-4% annually for all teachers compared to 8% overall in the U.S. and 20-30% for beginning teachers.**

(Darling-Hammond et al., 2018, Empowered Educators)

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## High-Quality Induction Boosts Retention and Effectiveness

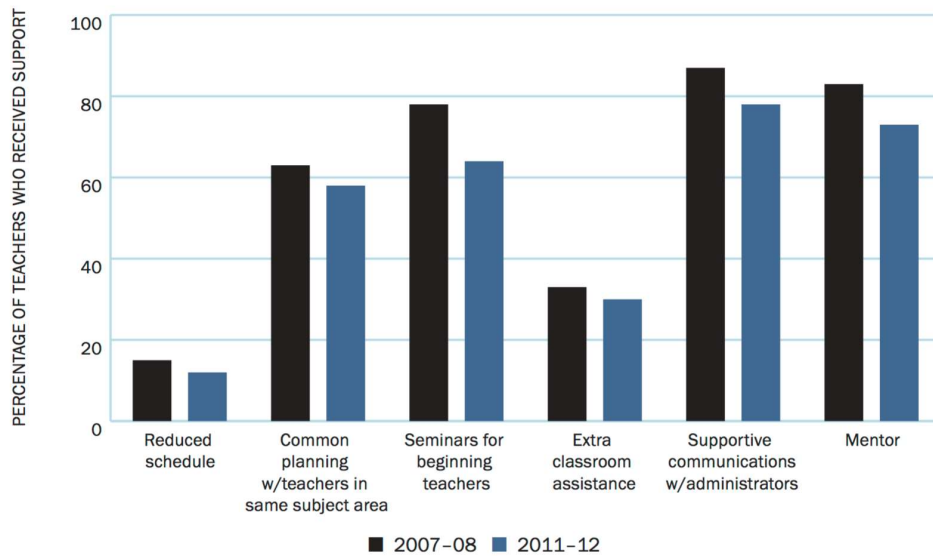
### Elements of high-quality induction:

- Coaching from a trained mentor
- Common planning time with teachers in same subject or grade level
- Reduced teaching load
- Seminars on key issues
- Supportive communications with administrator(s)
- Extra classroom assistance

Ingersoll, R. M., & Strong, M. (2011). The impact of induction and mentoring programs for beginning teachers: A critical review of the research. *Review of Educational Research*, 81(2), 201-233.

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**Percentage of First-Year Teachers Who Received Various Induction Supports, 2008 vs. 2012**



Source: LPI analysis of the Schools and Staffing Survey (SASS), 2012, National Center for Education Statistics.


## Induction Needs

- Vary by nature and quality of preparation
- Vary by assignment

### Include:

- Someone at hand to answer immediate questions
- Planning and curriculum support
- Productive feedback
- Opportunities for observing expert others
- Deep dives on particular challenges (working with parents, serving students with disabilities, etc.)


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## Other Levers for Retention and Effectiveness

- High-quality pre-service training with extended student teaching
- Early hiring that enables planning
- Repeated assignment in same grade level / subject area and in area of training
- Regular opportunities for collaboration
- Administrative supports
- Supportive professional development

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## What Kind of PD ?

When I die, I hope it is at a faculty meeting or teacher inservice because the transition from life to death would be so subtle.



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## A Paradigm Change

### FROM:

Sit and get  
Drive-by  
One size fits all  
Disconnected from teachers' classroom and students

### TO:

Content-focused  
Active  
Collaborative  
Using models & modeling  
Coaching  
Feedback and reflection  
Sustained over time



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