Teacher Induction Programs: What Matters and What Works

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)
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

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.)

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
What Kind of PD?

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