

NEW TEACHER INDUCTION PROGRAM

The New Teacher Induction Program (NTIP) is a formal program for new teachers providing tailored support through one-on-one mentoring and professional development in order to advance teacher practices and improve student learning. The TUSD Induction/Mentoring Program is designed to inspire, support and challenge participants to:

- accelerate their professional growth;
- increase student learning and achievement;
- advocate for equity for all students;
- develop into reflective practitioners;
- develop into Teacher Leaders, who value collaboration and life-long learning.

Teachers new to the profession must complete the two classroom management seminars during their first year of teaching. All new hires to TUSD must complete the 4-day Essential Elements of Instruction (EEI) training in order to continue employment after the first year of teaching. Professional Boundaries and Tort Liability training is provided during the 4-day New Teacher Induction Program. Participating teachers will learn habits of mind to continuously assess and adjust their instruction, ultimately working towards independence from their mentors. The goal is for participating teachers to become autonomous as they assume the following roles and responsibilities.

Participant Roles:

- Reflective Practitioners
- Life-long Learners
- Advocates for Equity

Participant Responsibilities:

- Attend the 4-Day New Teacher Induction Program
- Self-assess for effective practices (including video recording, learning activity reflections)
- Set individual goals based on the Danielson Framework for Teaching Plan standards-based lessons
- Attend Induction/Mentoring Program professional learning (study groups, seminars)
- Collaborate during regularly-scheduled uninterrupted sessions with mentors
- Debrief classroom visits
- Analyze student work

- Advocate for equity for all students
- Engage thoughtfully with students from diverse racial, ethnic, cultural and linguistic backgrounds using culturally responsive pedagogy
- Become an active practitioner of inquiry
- Engage in the Teaching Cycle (Teach-Reflect-Plan-Teach)
- Complete an end-of-the-year program evaluation

An overview of the NTIP is available at

www.tusd1.org/contents/distinfo/mentoring/index.asp

The TUSD New Teacher Induction Program/Mentoring Program was partially implemented for the SY 2014-15 in order to help with the Curriculum roll-out. There were 20 Teacher Mentor positions, but the Teacher Mentors were decentralized and assigned to low performing sites with additional duties with the title of Curriculum Facilitator. Curriculum Facilitators also included Magnet Coordinators, Teacher Coaches and Professional Development Academic Trainers (PDATs). At the end of the first semester one mentor retired and one mentor resigned, leaving 18 mentors. Below is the break down of Teachers eligible to participate and Teacher Mentors by ethnicity for SY 2014-2015. TUSD is committed to reinstating the program for the SY 2015-16.

Ethnicity	No. of 1 st & 2nd Year Teachers	% of 1 st & 2nd Year Teachers	No. of Teacher Mentors	% of Teacher Mentors
WHITE	148	68%	10	56%
HISPANIC	53	24%	6	34%
BLACK	4	2%	1	5%
ASIAN	1	1%	0	0%
AMERICAN INDIAN	3	1%	1	5%
NOT SPECIFIED	8	4%	0	0%
	217	100%	18	100%