

Mentoring & Induction



Strategies



Create State-Level Supports

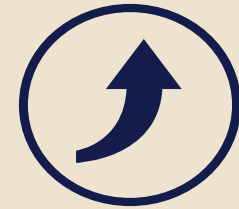
- Toolbox of Professional Learning Modules to Define Quality Programs and Build Local Capacity
- State Handbook Template
- State Action Plan Template
- Calendar of Commitments

We are here



Support Districts in Developing High-Quality Plans

- Pilot Resources and Support in One District
- Scale Up with Four Additional, Diverse Districts
- State Resource Revision
- Program Funding Advocacy

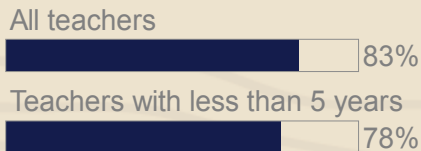


State-Level Rollout

- State Resource Communication and Release
- Program Exemplars
- Mentor Training
- Ongoing Support and Advocacy

What's the data show?

IN Retention Data SY 16-17



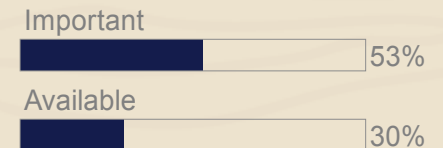
Following Indiana's 2011 First Year Teachers 2011-2016



Retained (36%) Moved (22%)
Came Back (7%) Left (35%)

Of 26,438 IN Teachers Surveyed:

Favorable responses that teacher leadership roles were...



Strategy Implementation

Successes:



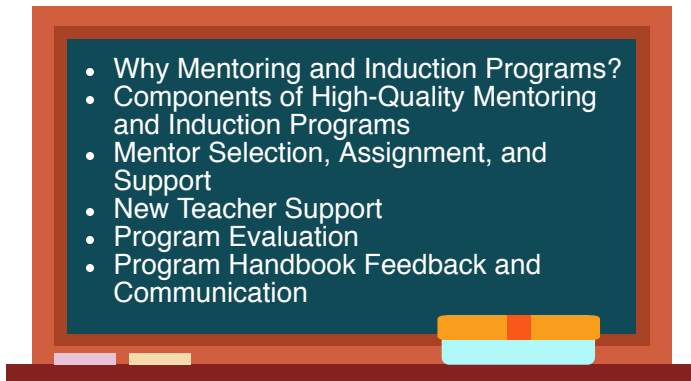
- Development of SEA Capacity and Vision
- Development of High-Quality State-Level Resources
- Development of Toolbox
- Development of Handbook Template
- Communication of Program Funding as a Legislative Priority
- Pilot District in Full Implementation
- Selection of Scale-Up Districts
- Scale-Up Districts In Progress

Challenges:



- Program Evaluation
- Supporting District Follow Through
- Selecting Scale-Up Districts
- Program Funding at the District and State Levels
- Aligning with Previous State Mentoring and Induction Activities (License Renewal)

Toolbox Learning Modules:



- Why Mentoring and Induction Programs?
- Components of High-Quality Mentoring and Induction Programs
- Mentor Selection, Assignment, and Support
- New Teacher Support
- Program Evaluation
- Program Handbook Feedback and Communication

Handbook Sections:



- Steering Committee
- Mission Statement and Goals
- Program Structure
- Principal Roles
- Mentor Roles and Responsibilities
- Mentor Selection
- Mentor/New Teacher Pairing
- Mentor Support Plan
- New Teacher Expectations
- New Teacher Support Plan
- Program Evaluation

Projected Outcomes - IN PROGRESS



1. Districts will have systematic processes for new teacher mentoring and induction.
2. Districts will have higher retention rates of both new teachers and experienced teachers.
3. Student achievement will increase as their access to highly effective teachers increases.