Supporting Teachers in Central Falls Through a Comprehensive Induction **Program**





Teacher turnover is high.



Induction can help.



Retaining teachers is the goal.

The long-term goal is to increase teacher retention to 90% or above by 2020.



Turnover rate of secondary teachers in the first 3 years.



Research shows comprehensive induction programs improve teacher retention in the third year by 79%.



Long-term Goal by 2020.

Comprehensive Induction Programs

Provides mentoring, coaching, & other supports and activities. A High-Quality Induction Program Includes:

Rigorous selection of induction specialists

Ongoing support

Sanctioned time across multiple years

Intensive and specific coaching

Data-driven conversations

Clear roles and responsibilities

Collaborative stakeholder engagement



Induction Specialists



Induction specialists support teachers' development of instructional skills with specific objectives to help them improve student learning through high-quality practices.



Job-embedded induction and professional learning are supported through the collaborative efforts of administrators, specialists, and colleagues.



Induction specialists act as instructional leaders that are experienced and trained in the skills needed to support new teachers' emotional and instructional needs.

Roles & Responsibilities

The Induction Specialist:

- Establishes and maintain a trusting, confidential, and non-evaluative and professional partnership with teachers Provides on-going formative assessment with feedback through job-embedded professional learning Responds to developmental needs in a collaborative manner Facilitates and models best instructional and professional practices Offers moral support Establishes and maintains

Both:

- Foster trust and respect through an understanding of confidentiality Build strong collaborative relationships
- relationships
 Discuss organizational
 trends, best practices,
 and problems of
 practice
 Provide necessary
 supports to move
 teaching practice
 forward
 Share the district's

Share the district's vision, goals, and expectations

The Principal:

- Provides instructional

- Provides instructional leadership
 Acknowledges the challenges and phases of development that teachers may experience
 Values and articulates the vitality teachers bring to the school
 Understands the components of effective induction and the role of the induction specialists
 Promotes conversations around teaching philosophy, goals, strengths, and areas of focus
 Visits classroom provides.
- focus
 Visits classroom regularly



National and State Partnerships









