

# Supporting Teachers in Central Falls Through a Comprehensive Induction Program



## Teacher turnover is high.

The turnover rate for new secondary-level teachers in the first three years is above 50%.



## Induction can help.

There is a need for a robust support system that prepares teachers in CF to be successful in high-needs learning environments.



## Retaining teachers is the goal.

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

50+%

Turnover rate of secondary teachers in the first 3 years.

+79%

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

90+%

Long-term Goal by 2020.

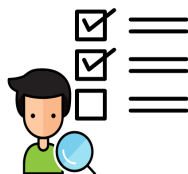
## Comprehensive Induction Programs



### 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.

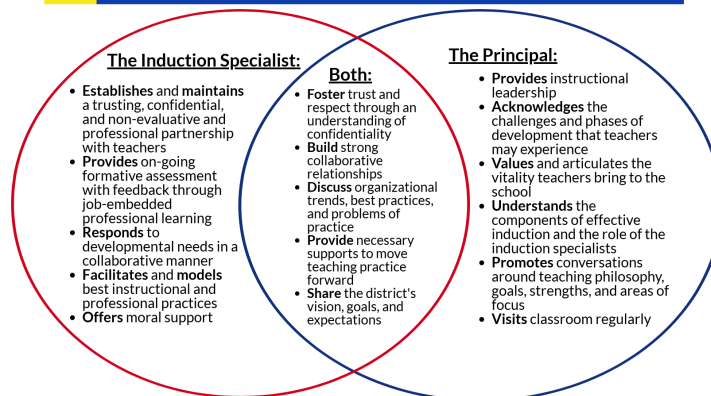


Job-embedded induction and professional learning are supported through the collaborative efforts of administrators, specialists, and colleagues.



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



## National and State Partnerships

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