

New Teacher Induction Program Description

Beginning in the 2011-12 school year, all beginning teachers hired by public schools in Rhode Island will participate in a comprehensive new teacher induction program ("new teacher" is defined as an individual beginning his/her career as a teacher). RIDE will work closely with the New Teacher Center and LEAs in the development and implementation of a new statewide induction program. The program will have a strong coaching component and will connect to instructional practice and student performance. The New Teacher Center is nationally known for its extensive work creating high-quality, comprehensive induction programs.

The Rhode Island induction program will utilize induction coaches to support beginning teachers, with a primary focus on instruction. The coaches will be carefully selected and highly trained. The coaches will be hired according to a "full-release model," which means that the coaches will be released from their current teaching positions for a two-three year term to coach beginning teachers in an identified region of the state. Each coach will have a caseload of approximately 15 beginning teachers and will work in each teacher's classroom on a weekly basis.

Induction coaches will participate in intensive training and ongoing professional development to deepen their skills and advance their expertise in induction practices. The coaches and beginning teachers work together will be grounded in professional standards and formative assessment. Coaches will use instructional mentoring tools and protocols for guiding and documenting their work with the beginning teachers. Coaches will observe instruction and student learning, collect observation data, and/or assist with the delivery of instruction. The beginning teachers will participate in ongoing formal networks with other teachers.

The New Teacher Center induction model clearly separates the induction of beginning teachers from the evaluation of beginning teachers, but there will be strong communication about the beginning teacher's practice between school administrators and the induction coaches. School administrators are seen as critical partners in the induction model. This model is built upon the support of a wide variety of stakeholders including district administrators, teacher leaders, union leadership, and institutions of higher education.

The Rhode Island induction program will be evaluated formally with regard to program design, implementation, and its impact on beginning teacher practice. The information gained from that evaluation will be used to inform programmatic decision-making. This will not only ensure the integrity of the program but it will also ensure the continuity and consistency of the implementation of the induction program among all Rhode Island public schools and LEAs.