Support From The Start

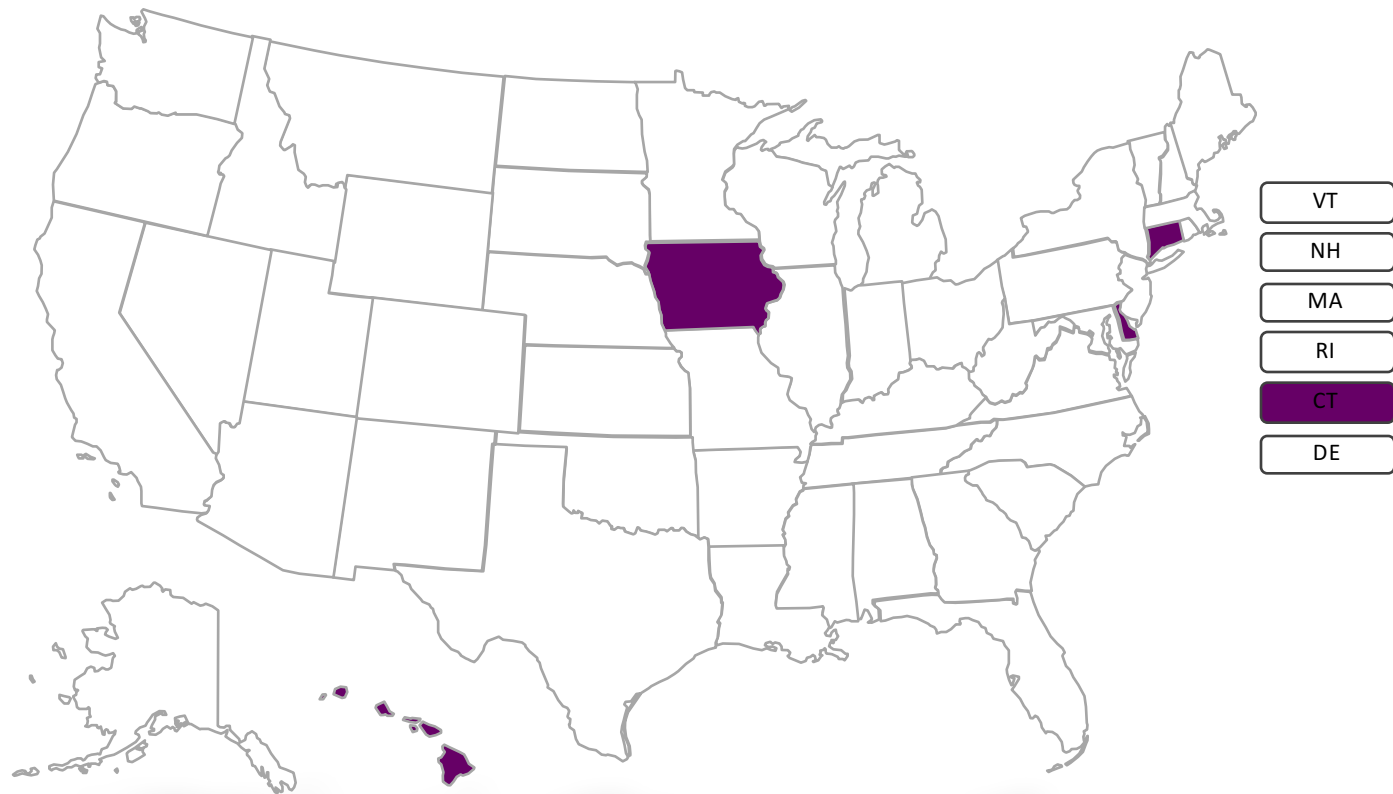*A 50-State Review of Policies on New Educator Induction and Mentoring*

March 2016

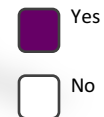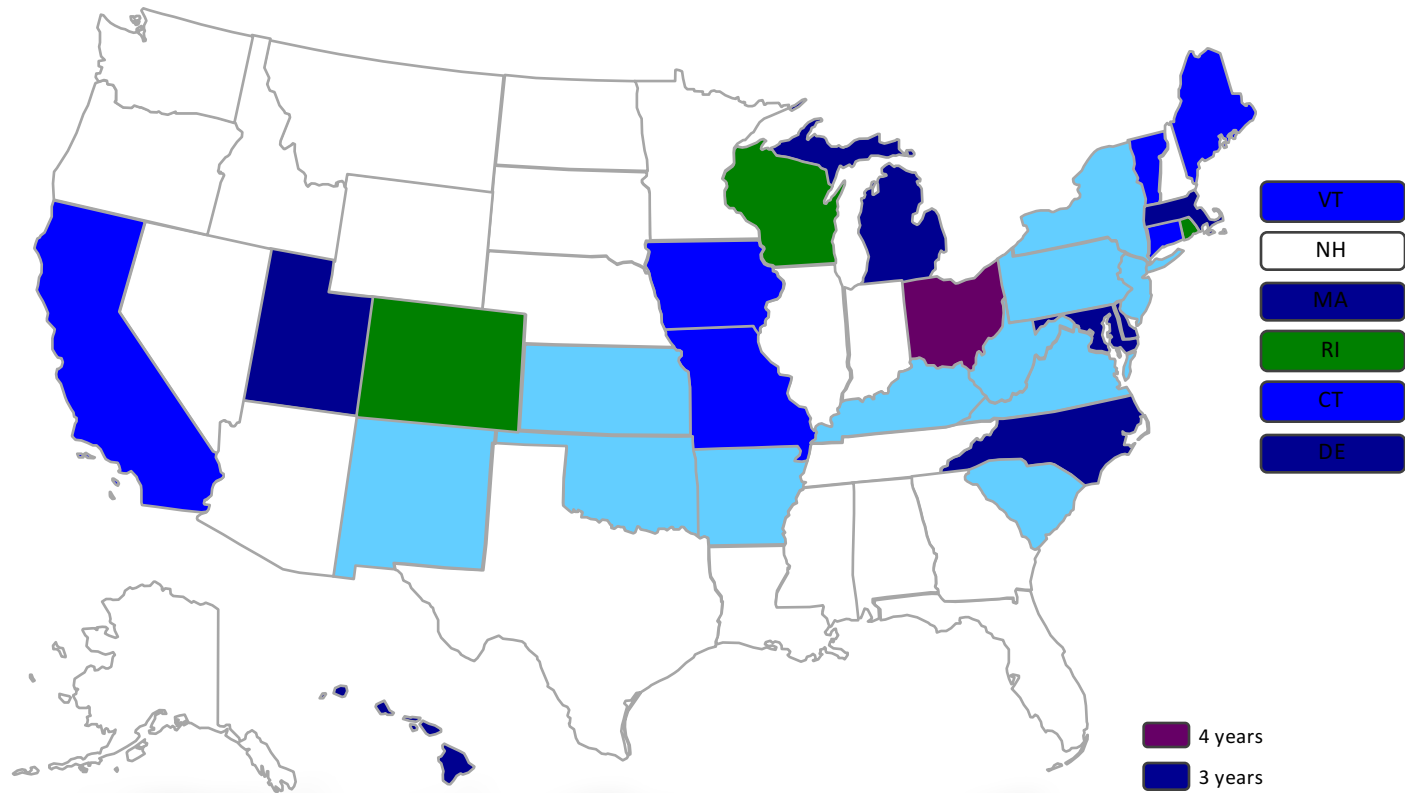*by Liam Goldrick, Director of Policy*

State Policy Criteria

1. Educators Served
2. Mentor Quality
3. Time
4. Program Quality
5. Program Standards
6. Dedicated Funding
7. Certification/Licensure
8. Program Accountability
9. Teaching Conditions

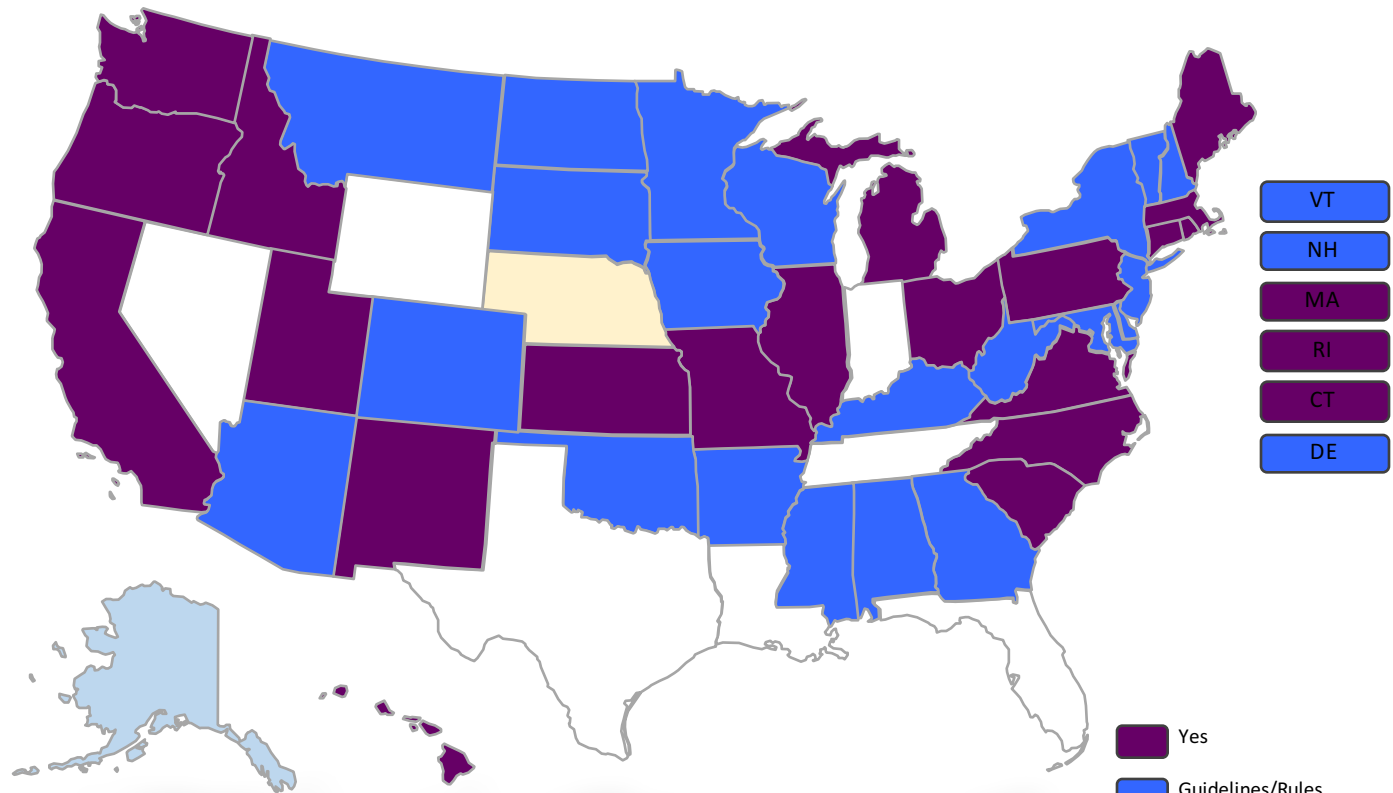NEW TEACHER CENTER

VT

NH

MA

RI

CT

DE

State-Funded Multi-Year Teacher Induction

Yes

No

State Requirements
New Teacher Induction & Mentoring

Legend:
- VT
- NH
- MA
- RI
- CT
- DE

- 4 years
- 3 years
- 2 years
- 1 year
- No minimum
- None

Induction Program Standards

| | VT |
| NH |
| MA |
| RI |
| CT |
| DE |

Yes

Guidelines/Rules

None
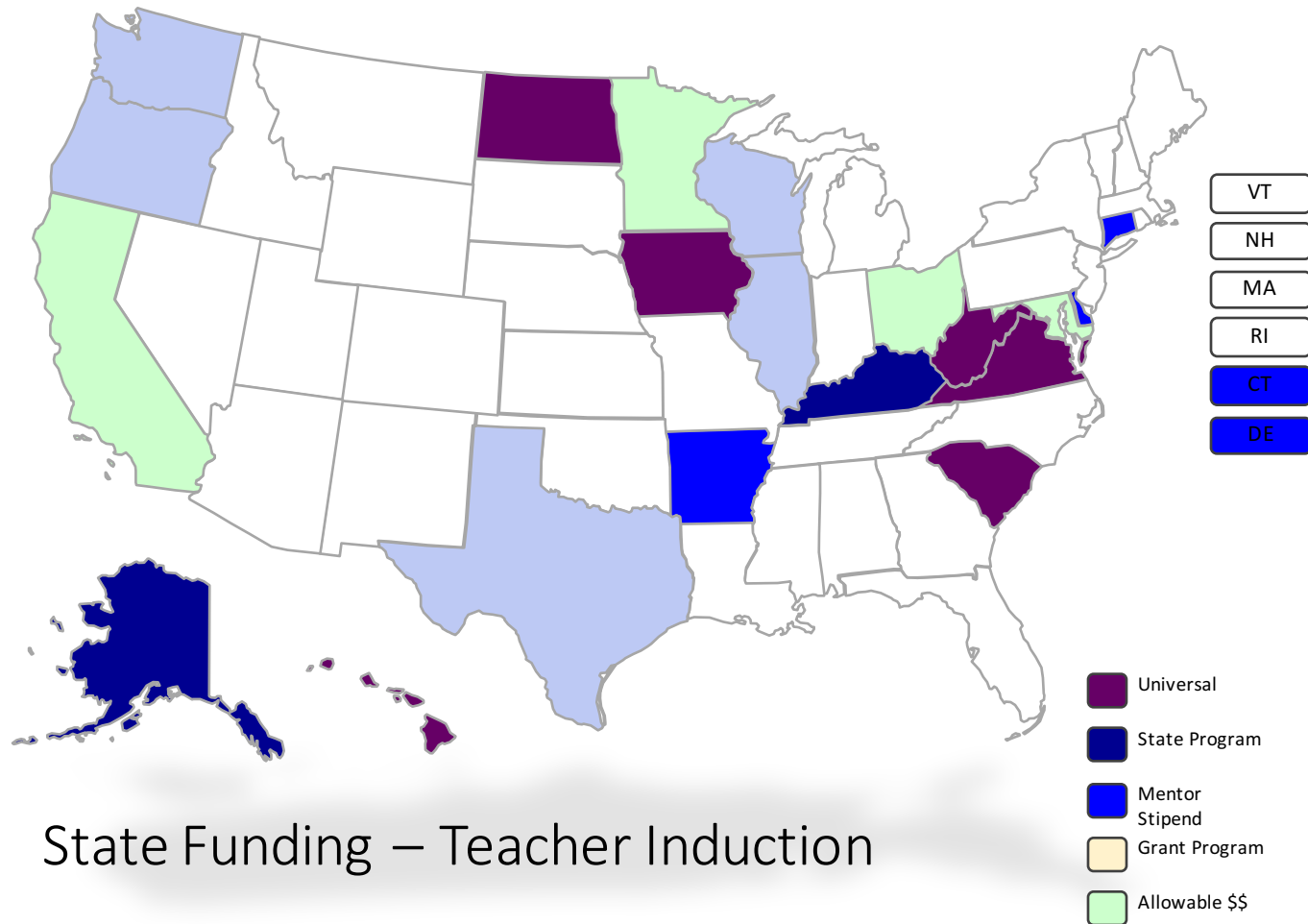
State Funding – Teacher Induction

Legend:
- VT
- NH
- MA
- RI
- CT
- DE

- Universal
- State Program
- Mentor Stipend
- Grant Program
- Allowable $$
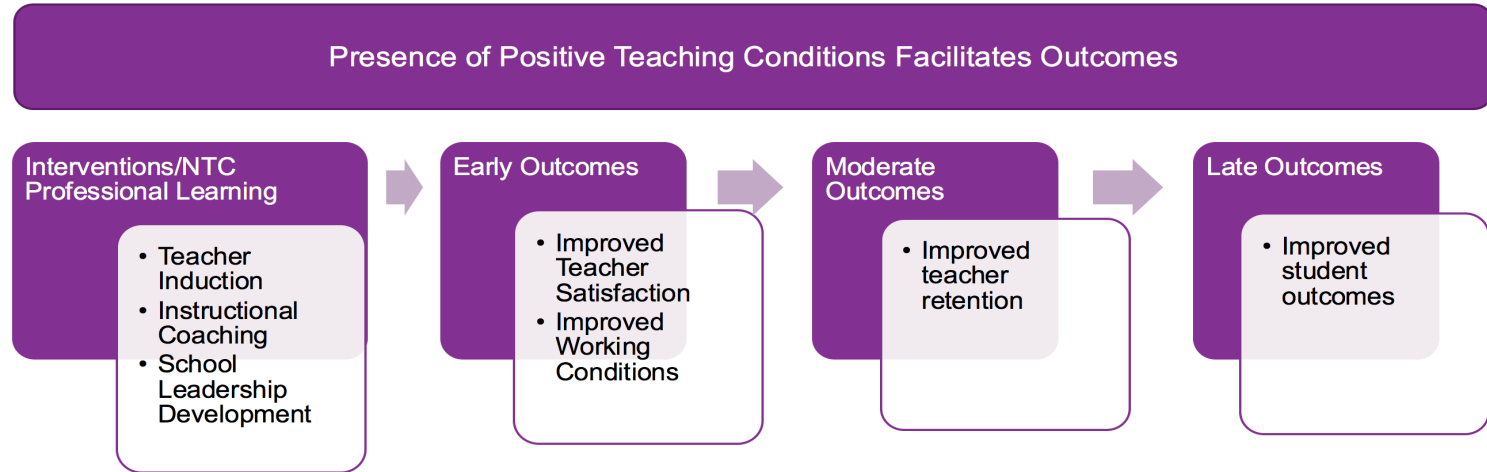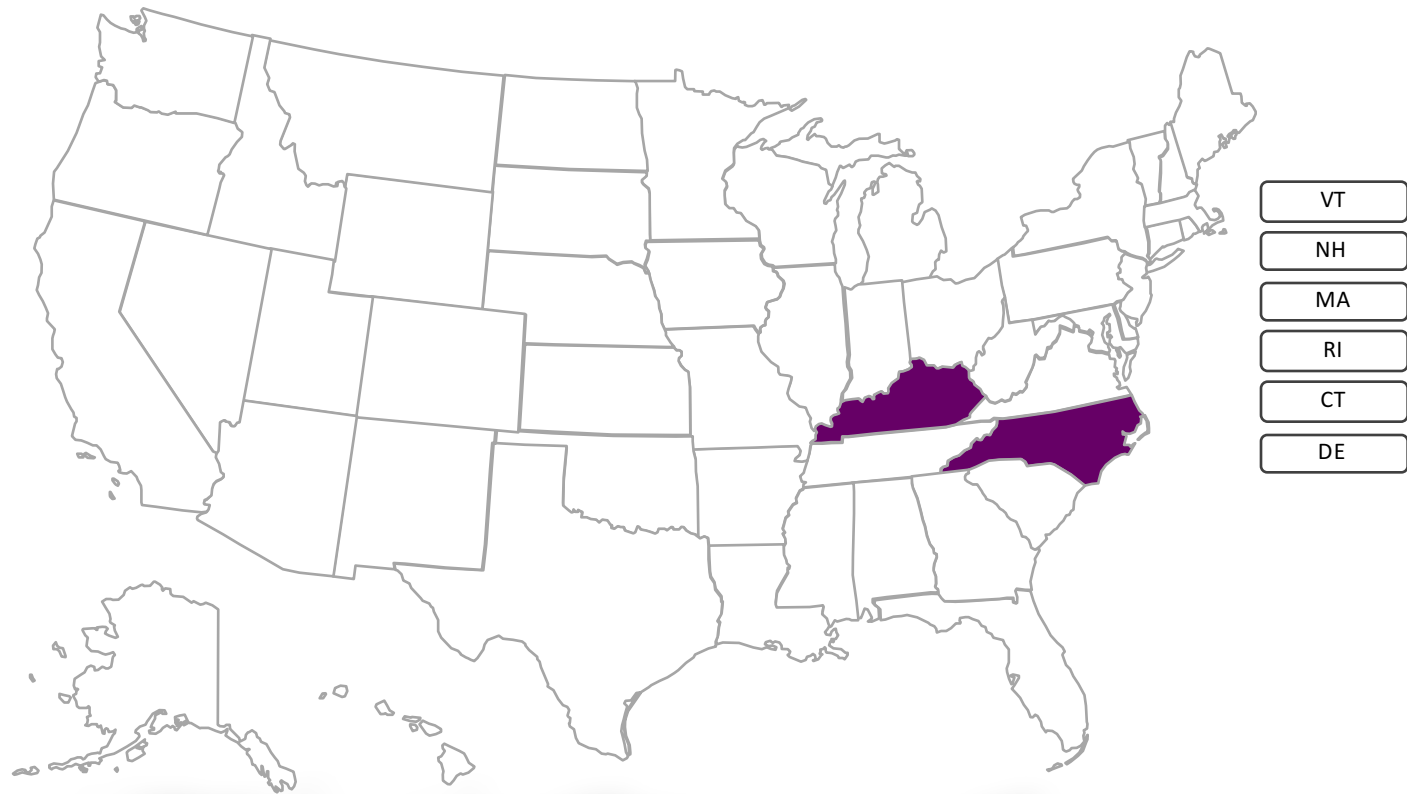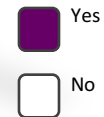
Teaching Conditions Matter!

Research suggests the presence or absence of positive teaching conditions can catalyze or constrain educator effectiveness

- Helen Ladd, Susan Moore Johnson, Ron Ferguson, John Papay, Matthew Kraft and others have found that teaching conditions are strong predictors of academic growth and overall achievement.
- Internal research consistently demonstrates that teaching conditions are a significant predictor of both student and teacher outcomes.

Presence of Positive Teaching Conditions Facilitates Outcomes

Interventions/NTC Professional Learning
- Teacher Induction
- Instructional Coaching
- School Leadership Development

Early Outcomes
- Improved Teacher Satisfaction
- Improved Working Conditions

Moderate Outcomes
- Improved teacher retention

Late Outcomes
- Improved student outcomes

Teaching & Learning Conditions Standards

VT
NH
MA
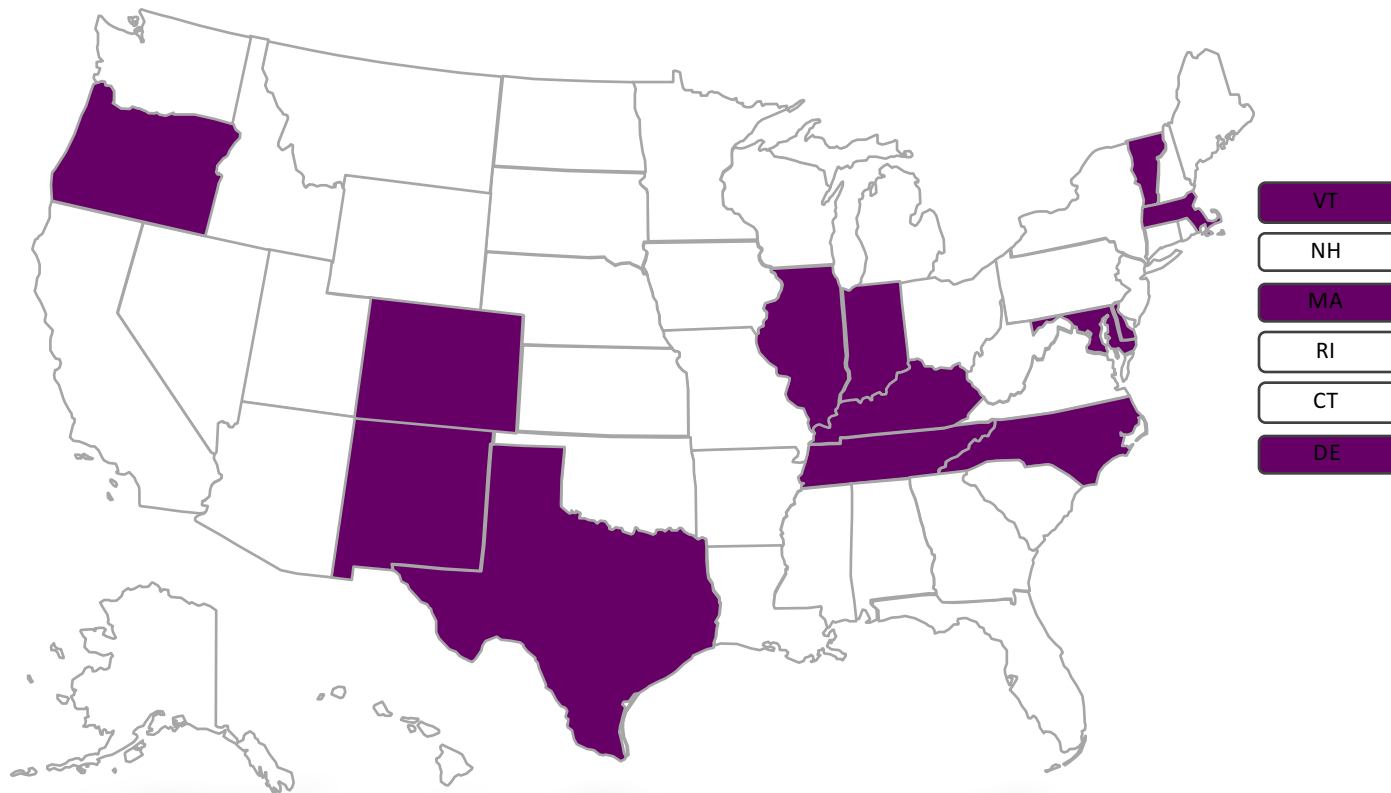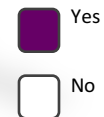RI
CT
DE

Yes
No

State Teaching Conditions Survey
Since 2013-14

The TELL survey is a voluntary, anonymous, online survey taken by licensed educators and building level administrators.

The acronym TELL stands for:

Teaching,

Empowering,

Leading, and

Learning.

TELL Survey Purpose

The main intent of the TELL Survey is to provide additional data on teaching and learning conditions for the purposes of school and district improvements.

Results are also expected to inform state level policy.

NEW TEACHER
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TELL measures 8 constructs linked to teacher retention and student achievement:

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TELL Constructs Defined

Use of Time	Available time to plan, to collaborate, to provide instruction, and to eliminate barriers in order to maximize instructional time during the school day
Facilities and Resources	Availability of instructional, technology, office, communication, and school resources to teachers
Community Support & Involvement	Community and parent/guardian communication and influence in the school
Managing Student Conduct	Policies and practices to address student conduct issues and ensure a safe school environment
Teacher Leadership	Teacher involvement in decisions that impact classroom and school practices
School Leadership	The ability of school leadership to create trusting, supportive environments and address teacher concerns
Professional Development	Availability and quality of learning opportunities for educators to enhance their teaching
Instructional Practices & Support	Data and support available to teachers to improve instruction and student learning

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THANK YOU

Liam Goldrick
Director of Policy
lgoldrick@newteachercenter.org
Phone: 608.345.6044
http://newteachercenter.org

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