

TEACHER INDUCTION

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<p>What is a Teacher Induction Program?</p>	<p>A high-quality induction program addresses critical professional learning needs of new teachers, improves instructional quality, and helps inductees achieve success in their initial assignments, resulting in improved student learning and higher retention in the profession. Maryland requires that each local school system provide a program that reflects coherence and consistency to ensure an integrated, seamless system of support. Recognizing that “one-size-fits-all” induction programs do not meet the needs of new teachers, Maryland has established the components of an induction program, allowing each local school system build on their current programs.</p>
<p>What are the requirements for a teacher induction program in Maryland?</p>	<p>The comprehensive induction program should provide participating teachers with the knowledge and skills necessary to be successful in their classrooms and schools to enable them to stay in the profession. The content and structure of the comprehensive induction program shall be aligned with the Maryland Teacher Professional Development Standards.</p> <p>The program shall include the following:</p> <ul style="list-style-type: none"> • Before the school year begins, orientation programs for all teachers new to the local school system; • Ongoing support from a mentor, including regularly scheduled meetings during non-instructional time; • Regularly scheduled opportunities for new teachers to observe or co-teach with skilled teachers; • Follow-up discussions of the observations and co-teaching experiences; • Ongoing professional development designed to address new teacher needs and concerns; • Ongoing formative review of new teacher performance, including classroom observations, reviews of lesson plans, and feedback based on clearly defined teaching standards and expectations. <p>To the extent possible, local school systems shall consider the following options for first year teachers:</p> <ul style="list-style-type: none"> • A reduction in the teaching schedule; and • A reduction in, or elimination of, responsibilities for involvement in non-instructional activities other than induction support.
<p>Who participates in the teacher induction program?</p>	<p>All teachers new to the profession shall participate in all induction activities until they receive tenure. Veteran teachers, in their first year of teaching in the district, shall participate in induction activities.</p>

<p>What is the mentoring component of the teacher induction program?</p>	<p>Local school systems shall establish a cadre of mentors to support teachers during their comprehensive induction period and provide ongoing training for the mentors. To the extent possible, local school systems shall establish the maximum ratio of mentors to mentees at one mentor to 15 mentees and select mentors with the following skills:</p> <ul style="list-style-type: none"> • Demonstrated knowledge of adult learning theory and peer coaching techniques; • Demonstrated knowledge base and skills to address the performance evaluation criteria and outcomes to be met by each mentee; • Hold an advanced professional certificate and be rated as a satisfactory or effective teacher or be a retiree from a local school system who was rated as a satisfactory or effective teacher; • Possess a positive reference from a current or recent building principal or supervisor that addresses the instructional, management, human relations, and communication skills of the mentor applicant. <p>A mentor under the comprehensive induction program may be assigned school level administrative duties only on an emergency basis and may not participate in the formal evaluation of a mentee.</p>
<p>How do we know if the teacher induction program is effective?</p>	<p>Local school systems shall evaluate the effectiveness of the comprehensive induction program using the Maryland Teacher Professional Development Evaluation Guide as a resource for developing an evaluation model.</p>
<p>Where can I get additional information?</p>	<p>Contact the Director of Assessment and Teacher Effectiveness, Maryland State Department of Education, 410-767-0574.</p>

For more information, call 410.767.0600 (Baltimore area) or 1.888.246.0016 (toll free) or visit our website at MarylandPublicSchools.org

Maryland State Department of Education, 200 West Baltimore Street, Baltimore, Maryland 21201