

## **RATIONALE FOR TEACHER INDUCTION**

Throughout the United States, the need for teachers is increasing dramatically. Veteran teachers are retiring, the school-age population in many areas is increasing, and 33% of qualified new teachers leave the profession within the first three years of teaching. Fifty percent leave within the first seven years.

In 1996, it was estimated that the United States had 2.7 million teachers, over 50% of whom would be retiring by 2003. Between 1995 and 2003, schools in this country will have hired approximately 2.4 million teachers; by 2007, it is anticipated that there will be 3.3 million teachers in the work force. Approximately 20-30% of the teachers who were teaching in schools in 1995 retired by the year 2000. Another 20-30% will be retiring between 2000 and 2005.

Teachers are finding their profession a more difficult occupation than had been anticipated. The expectations are high, the hours are long, and the paperwork monumental. Data shows that out of every 600 students who enter a four-year teaching program, only 180 complete the program, only 72 become teachers, and only about 40 are still teaching seven years later. The problem is both in recruiting teachers and retaining them.

Teachers must not be left on their own to discover or refine the skills of teaching. Ninety-five percent of teachers who experience support during their initial years remain in teaching after three years; eighty per cent remain after five years. Know that Union #30 values your efforts to become and sustain yourself as a quality teacher. We intend to support teachers new to our buildings through a plan, which is designed to help them attain the skills and knowledge, leading to the development of quality and rewarding teaching.

The New Teacher Induction Program in Union #30 includes four full days in summer, and six follow-up days of professional development during the school year. In addition to the mentor program, which is part of the certification process for teachers with provisional or conditional certification, building administrators meet regularly to support new teachers in their work environment.

As a system, Union #30 is committed to the success of all members of our school community---students and teachers. In order to support our schools' new faculty, we have developed this Induction Program that engages new and experienced teachers in collegial, professional growth.

## **PURPOSE OF THE INDUCTION PROGRAM**

*The purpose of the Union#30 Induction Program is to provide a supportive professional community for teachers who are new to our schools. As a result of this program, we will enhance the collegial environment in our schools and encourage continual professional growth for new and experienced teachers that results in effective teaching and increased student achievement.*

## **GOALS OF THE INDUCTION PROGRAM**

- 1. To integrate new teachers into the culture and climate of schools in Union #30.*
- 2. To support beginning teachers as they manage the challenges that are common to all new teachers.*
- 3. To enhance new and experienced teachers' professional development through reflection on their practice and student learning.*
- 4. To retain highly qualified teachers in our schools.*