

Education Leaders Call

Arizona K12 Center Induction and Mentoring Support

October 13, 2021

**Dr. Kathy Wiebke, NBCT
Executive Director
Arizona K12 Center**



**Danielle Brown, NBCT
Professional Learning Director
Arizona K12 Center**



Kathleen Paulsen, NBCT
Arizona Teachers Academy Induction Program
Director
Arizona K12 Center



Vision of Supporting Beginning Teachers

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New Teacher SUPPORT

- Induction and Mentoring
- Arizona New Teacher Induction Network
- Targeted Professional Learning for the Beginning Teacher

National Board GUIDANCE

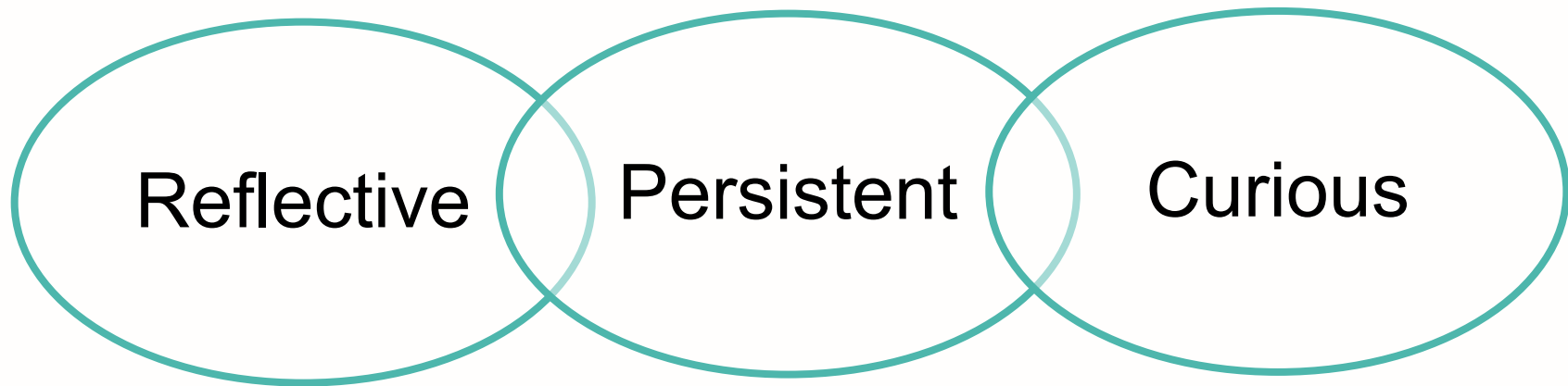
- Candidate Support
- Fee Support
- Candidate Support Provider Training

Teacher Leader DEVELOPMENT

- Teacher Leadership Institute
- Arizona TeacherSolutions® Team
- Master Teacher Mentor

Educator Career Continuum





Autonomous Teachers

Comprehensive Induction Programs

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What is induction?

- Phase of teacher development
- Period of socialization and enculturation
- Formal program for beginning teachers

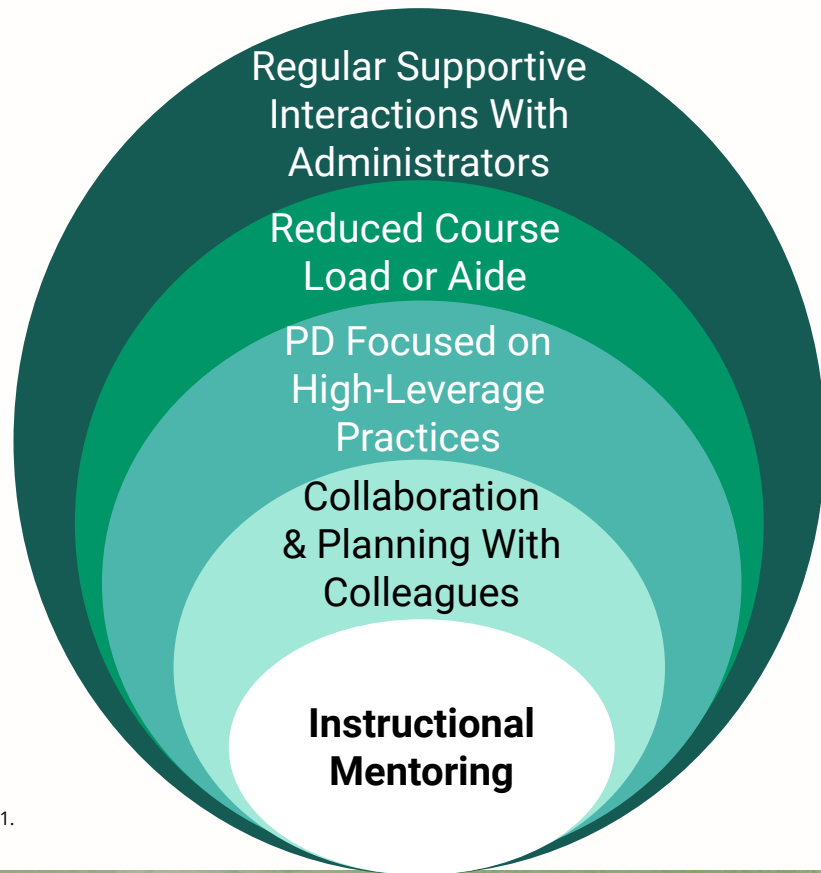
Sharon Feiman-Nemser, Opening Address, New Teacher Center Research Forum, January 2000

Induction Makes A Difference

“Beginning teachers who receive comprehensive induction support are retained at higher rates and had increased job satisfaction, efficacy, and success over those who received no structured support in their early years of teaching.”

- Arizona Beginning Teacher Induction Standards

Ingersoll, R. (2012) Beginning Teacher Induction: What the Data Tell Us. Phi Delta Kappan, 93(8), 47-51.



Induction Is A System

Effective induction requires a *comprehensive systems approach*

- Clear program mission and design
- Engaged stakeholders
- Strong program leaders
- High quality, trained instructional mentors effectively deployed
- Engaged school leader partners
- Multiple support structures for beginning teachers
- Consistent use of data to drive improvement at all levels

Impact



Balsz: New Teacher Retention

Year	Retention Rate of New Teachers
2013-2014	52%
2014-2015	72%
2015-2016	85%
2016-2017	70%
2017-2018	85%

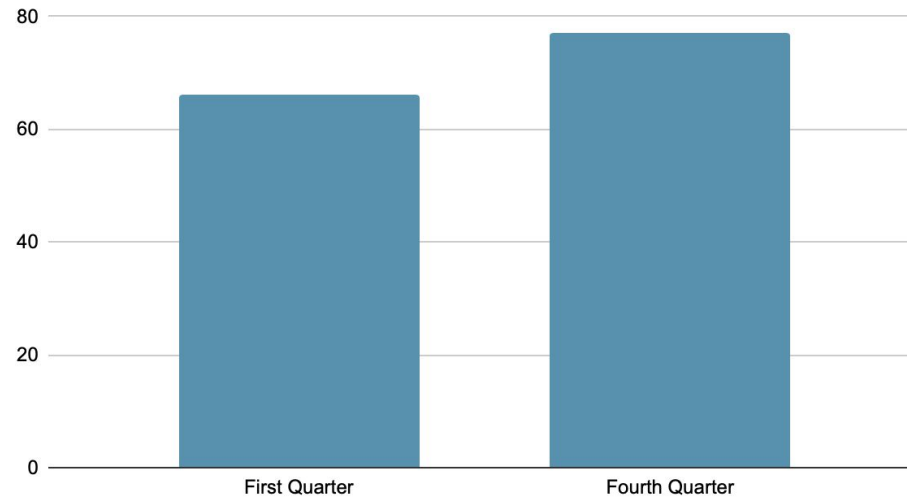
Lake Havasu

- **Increased Student Learning and Achievement**
 - From '17-18 to '18-'19
 - **4 of 8** schools improved a school letter grade
 - **2 of 8** maintained their **A** or **B** Rating

Lake Havasu

- **Increased Student Learning and Achievement**

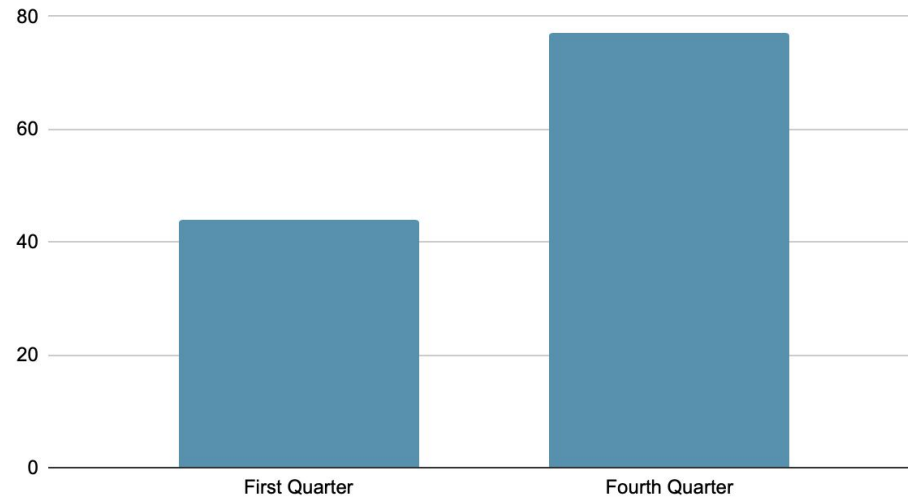
Proficiency in Teaching to Objectives



Lake Havasu

- **Increased Student Learning and Achievement**

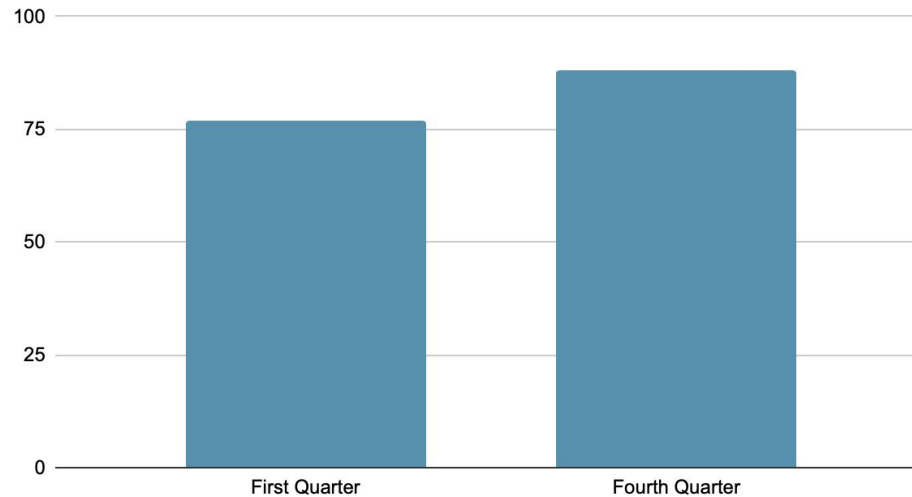
Proficiency in Using Formative Assessments



Lake Havasu

- **Increased Student Learning and Achievement**

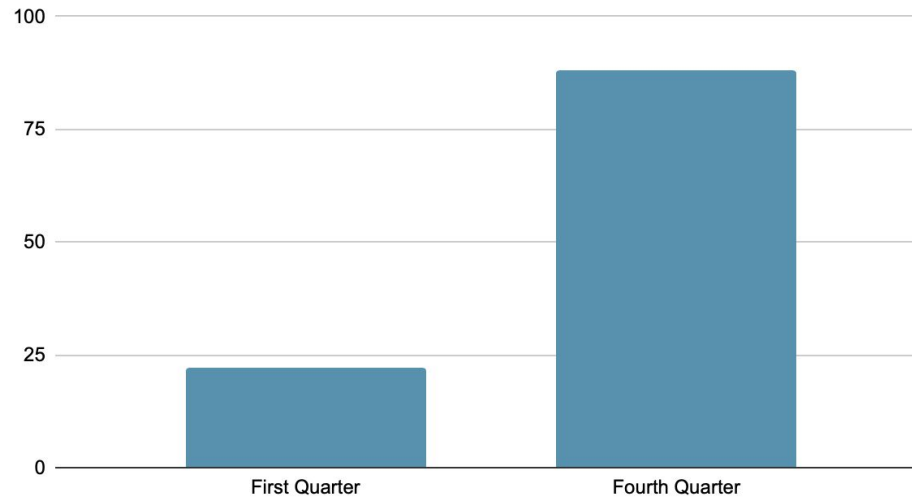
Proficiency in Instructional Scaffolding




Lake Havasu

- **Increased Student Learning and Achievement**

Proficiency in Student Engagement



Events and Further Support

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Induction Symposium

- **January 12th, 2022**
- Desert Willow Conference Center in Phoenix
- Registration is open now-Dec. 20th: <https://www.azk12.org/InductionSymposium>

What Can You Expect?

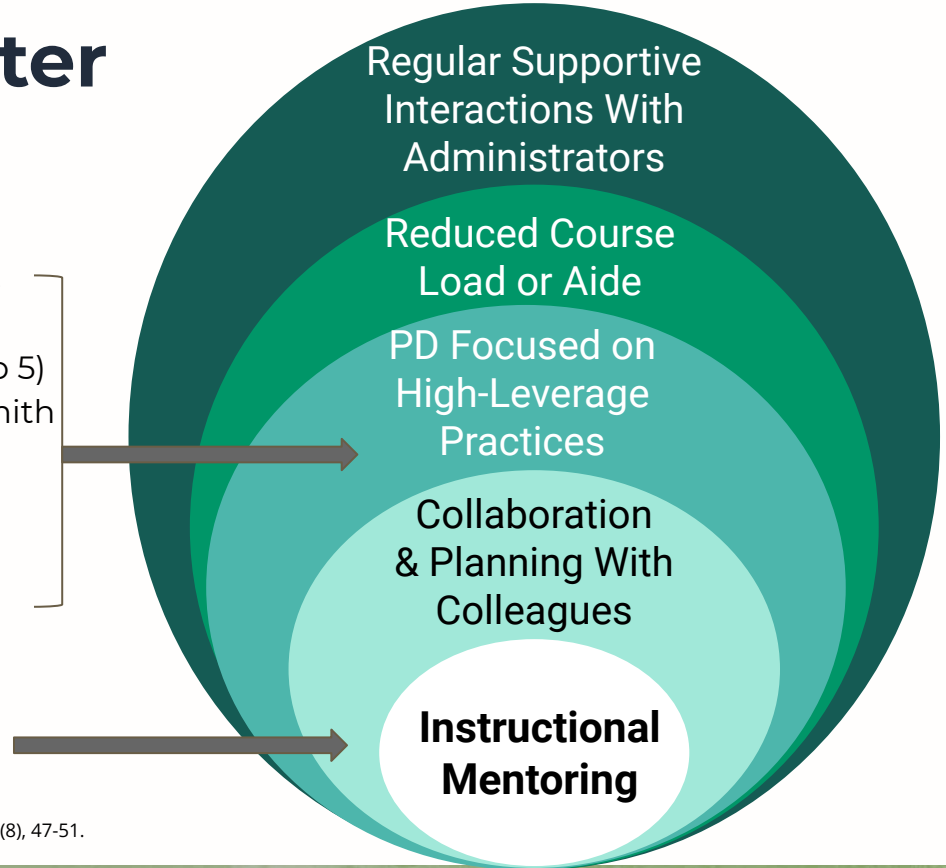
- Keynote by Dr. Richard Ingersoll
- A lunch panel exploring models of induction program organization
- Inspiring stories by instructional mentors and first year teachers
- 9 choice break out sessions:
 - Centered around the Arizona Beginning Teacher Induction Standards
 - Focused on three strands: leadership, instructional mentoring, & program sustainability
 - Facilitated by Arizona education leaders
 - Full of practical examples, tools, and immediately useful resources

The Arizona K12 Center Makes A Difference

Targeted professional learning

- Connect & Reflect Webinars with Practitioners
- Kagan Cooperative Learning (Oct 30)
- Technology Integration with Tony Vincent (Feb 5)
- Social Emotional Learning with Dominique Smith (Mar 5)
- Beginning Teacher Institute with Trevor MacKenzie (June 22-24)

Full-time release mentor in the classroom
of new teachers for 2 hours per week



**Questions?
Comments?**



Contact Us

info@azk12.org

azk12.org