



**ARIZONA
K12 CENTER**

Mentoring and Induction

A proven strategy for Recruitment and Retention

Mentoring and Induction - Proven strategy for Recruitment and Retention

- Results in a decrease in teacher turnover
- Results in higher student achievement
- Employer of Choice

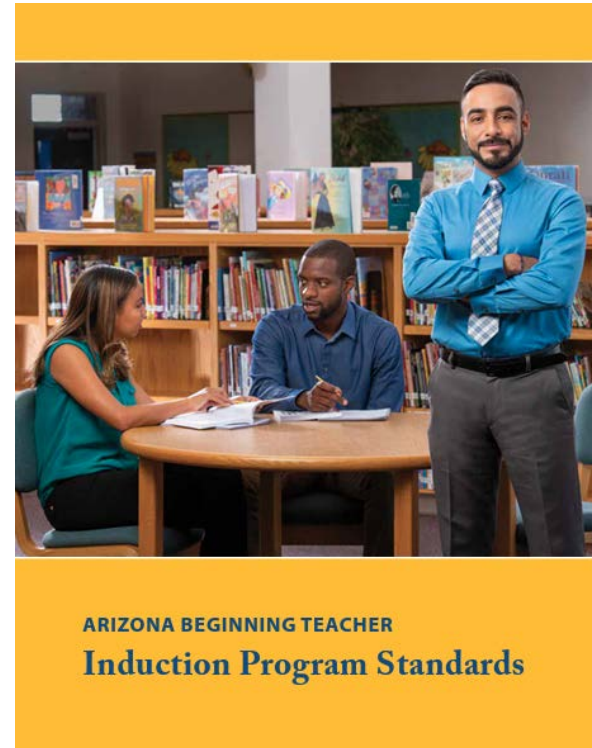
“Teachers are not ‘finished products’ when they complete a teacher preparation program. Strong residency and mentored induction experiences during their initial years in the classroom provide beginning teachers with invaluable support as they lay the groundwork to become accomplished teachers. A well-planned, systematic induction program for new teachers is vital to maximize their chances of being successful in any school setting.”

National Commission on Teaching and America's Future

New teachers who do not receive mentoring and other supports leave at more than twice the rate of those who are supported.
- Learning Policy Institute

Revised Mentoring and Induction Standards

- ❖ A revision of the original 2004 standards.
- ❖ Revision took place in 2019
 - Arizona Department of Education
 - Arizona K12 Center
 - District and school leaders
 - Human resource experts
 - Association and school board members
 - Policy makers
 - University faculty
 - Educational non-profit
 - Mentor program directors
- ❖ A guide for building highly effective induction programs



Induction Symposium - True Cost of Teacher Turnover

1st Annual Arizona Induction Symposium:
The True Cost of Teacher Turnover



- ❖ October 28th • 8am - 3:30pm • Sheraton Grand at Wild Horse Pass

- ❖ Help districts across the state build a culture of induction by:
 - Deepen understanding of the teacher shortage landscape in Arizona and nationally.
 - Explore how a high-quality system of induction and mentoring can impact teacher retention across the continuum from aspiring teacher to teacher leader.
 - Draw inspiration from Arizona districts that are successfully using induction to impact teacher retention.

Induction Symposium - True Cost of Teacher Turnover

Explore how a high-quality system of induction and mentoring can impact teacher retention across the continuum, from aspiring teacher to teacher leader

Noted researcher Dr. Richard Ingersoll will deepen our understanding of the teacher shortage landscape nationally and specifically in Arizona

Keynote from 2021 National Teacher of the Year Juliana Urtubey

Featuring leaders in Arizona engaged in this work from a variety of districts and locations

Information and Registration

<https://www.azk12.org/InductionSymposium>

“When mentors are well-selected, well-trained and given the time to work intensively with new teachers, they not only help average teachers become good, but good teachers become great.”

Dara Barlin



Bruce DuPlanty
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