

two *Satisfactory* ratings in performance appraisals, usually conducted within the first twelve months of their teaching career.

### For More Information

To learn more about the New Teacher Induction Program, visit the Ministry of Education's website, at: [www.edu.gov.on.ca/eng/teacher/induction.html](http://www.edu.gov.on.ca/eng/teacher/induction.html).

The following Ministry of Education manuals and resources can be found on the website:

#### Manuals

- ❖ *New Teacher Induction Program: Induction Elements Manual*
- ❖ *New Teacher Induction Program: Manual for Performance Appraisal of New Teachers*

#### Resources

- ❖ *Partnering for Success: A Resource Handbook for New Teachers*
- ❖ *Partnering for Success: A Resource Handbook for Mentors*
- ❖ *Partnering for Success: A Resource Handbook for Principals*

The website also contains other resources, including "Survive and Thrive: A Virtual Conference for New Teachers" (Ontario Teachers' Federation).

While you are visiting the site, we invite you to register with OPEN – the Ontario Public Education Network – to receive regular updates on important education initiatives in Ontario.

This publication is available on the Ministry of Education's website at <http://www.edu.gov.on.ca>.  
 Une publication équivalente est disponible en français sous le titre *Partenariat pour la réussite*.

## About the Government of Ontario and the Ministry of Education

The Government of Ontario is committed to reaching every student and giving all students the opportunity to reach their full potential. Teachers are important partners in achieving this goal. They play a crucial role in supporting and inspiring student success. Similarly, the government is working to help teachers in their professional journey towards excellence. The New Teacher Induction Program is an important part of the Ontario government's plan to promote high levels of student achievement.

The Ministry of Education is committed to providing support for struggling students and to building confidence in the publicly funded education system. This can only be achieved in collaboration with Ontario's teachers and education partners. The Ministry of Education's New Teacher Induction Program is implemented in partnership with Ontario school boards.



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Ministry of Education



# NEW TEACHER INDUCTION PROGRAM

## Partnering for Success

2006

reach every student

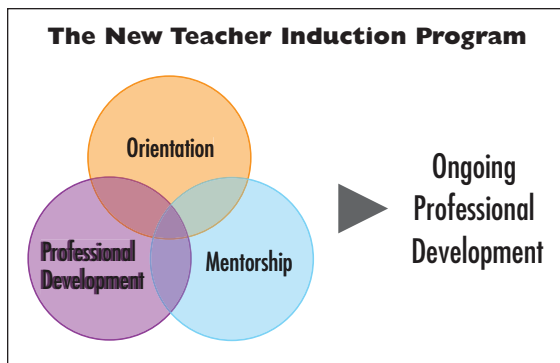
## The New Teacher Induction Program

For new teachers, the first year can often be challenging as they build confidence in their teaching abilities, learn to address issues that arise in the classroom, and adjust to a new school and to teaching the Ontario curriculum.

The New Teacher Induction Program (NTIP) provides new teachers with the professional development and individualized support they need. It also gives experienced teachers the opportunity to grow and deepen their professional practice by mentoring a new teacher.

Equally important, the program supports principals in their role as instructional leaders and in building a culture of professional learning within their schools. The principal's instructional leadership and the development of a professional learning community in schools are pivotal to the successful integration of new teachers.

The program consists of orientation for all new teachers by the school and school board, professional development, and mentoring of



new teachers by experienced teachers. New teachers also receive support through performance appraisals conducted by their principal.

### NTIP: Induction Elements

Participation in the induction elements provides new teachers with the opportunity to develop the requisite skills and knowledge that will enable them to achieve success as experienced teachers in Ontario. By helping new teachers achieve their full potential, the NTIP supports Ontario's vision of achieving high levels of student performance.

#### Orientation

New teachers become familiar with the classroom, the school, the school board, and education in Ontario. As part of this process, they may be provided with a handbook, human resources documents, and other important information about their school board and school.

#### Professional Development

Professional development is typically provided to new teachers at both the school and board levels. The core content of professional development addresses the needs most often identified by beginning teachers, including:

- ❖ classroom management;
- ❖ planning, assessment, and evaluation;
- ❖ communication with parents;
- ❖ teaching students with special needs and other diverse learners;
- ❖ provincial education priorities such as Literacy and Numeracy strategies, Student Success, and Safe Schools;

- ❖ in French-language boards, *Politique d'aménagement linguistique*, Ontario's French-language policy.

Through the program, specialized professional development is also provided to experienced teachers to equip them for their mentoring role.

#### Mentoring

New teachers have the opportunity to work directly with, and benefit from, experienced teachers who volunteer to act as advisers and coaches.

Mentoring is designed to help new teachers adjust to their school community, learn and grow with the support of a colleague, and experience increased success during their first year in the classroom. It is an ongoing relationship that extends through the first year of a new teacher's professional practice.

The mentoring relationship is a supportive one, as mentors share their experience and knowledge with new teachers. In particular, the relationship between new teachers and their mentors needs to be one of trust and confidence. This is critical to ensure that the mentoring relationship is not perceived as a means of evaluation and that all involved are able to openly discuss successes and challenges in the classroom.

#### Teacher Performance Appraisal

In conjunction with the induction elements of the NTIP, the performance appraisal process for new teachers is designed to support their continued growth and development. New teachers will complete the NTIP when they receive