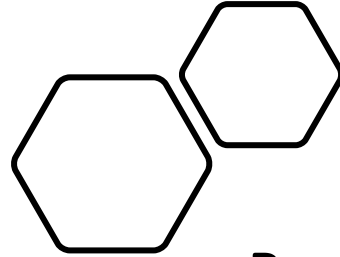


The background image shows a classroom setting with several black plastic chairs, each with a light-colored wooden desk attached to its right side. The chairs are arranged on a light-colored wooden floor. The text "Teacher Induction Programs" is overlaid in the center in a white, sans-serif font.

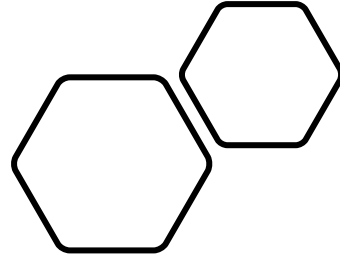
# Teacher Induction Programs

# Background



- **Personal experience** (before and now)
- **Teacher Induction Program**
  - Continued education and mentorship for teachers in different stages
  - Content area methodology and pedagogy
  - Classroom Management
  - Teach professionalism/Raider Way
  - Support and minimization of teacher burnout and increase retention
  - Pathway to Level 5

# Option 2



- Procedural methods' impact on Learning and Instruction
  - Daily interruptions
  - Everything we do as a school should support instruction & learning (procedurally)

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# Statement of the Problem

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University teacher preparation programs, without continued mentorship and training, are insufficient in fully preparing and developing teachers to have continued success in the classroom thus resulting in higher attrition rates in the first few years and generating fewer level 5 teachers.

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# Research Questions

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- How should schools' induction and mentorship programs help to grow their teachers to level 5 status?
- What should teacher induction and mentorship programs address?
- What impact can be predicted on student learning and achievement?
- How will these programs help with teacher attrition?
- How will this impact teacher burnout rates?

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# Analytical Approach

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- Multiple studies addressing:
  - Content of induction/mentoring program
    - Subject content & pedagogy
    - Professionalism
    - Best practices related to students and classroom
  - Perspective of new mentee/teacher
  - Student mentors
  - Idea of a “bridge” program
  - Teacher retention for neediest children (urban)
  - Surveys and other instruments

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# Analytical Approach

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- Mixed methods
  - Qualitative: new teacher, administration interviews
  - Quantitative: observation scores, teacher burnout survey, student achievement

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# Significance of the Study

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- As a result of the pandemic, higher rates of teachers are considering or are leaving the profession.
- CHS turnover
- Low percentage of level 5 teachers in TN
- According the State of Tennessee Dept. of Ed., teachers are the most significant factor in student success



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