



RIDE

District Information for Sustainability of Beginning Teacher Induction Beyond RTTT

The BEP states “The LEA shall provide differentiated support to all staff. These supports shall include induction programs to support the developing proficiencies for new staff...”G-15-2.2

Beginning Teacher Induction has been fully funded by Race to the Top for RI school districts for the last three years. As everyone knows, those funds will disappear at the end of the 2013-2014 school year. In order to keep this high quality program in place, RIDE is collaborating with stakeholders to develop a sustainability plan that includes a FY ‘2015 budget request. However, some of the costs would to be shared by the districts. Since many of you are already working on your FY ‘15 budget, we wanted to make you aware of your options.

What are my district’s options?

RIDE, in collaboration with LEA partners, is considering three options as districts begin planning for the 2014-2015 school year.
(Districts may select a different option from year to year.)

RIDE provides fully released induction coach

- LEA provides funding for 1/15th of a the RIDE coach’s salary and benefits. (estimated at \$7000 per teacher)
- LEA submits names
- RIDE manages caseloads, coach selection, coach training, NTC license agreements, provides materials and tools, delivers on-going coach training, professional development and evaluation.

Regional fully released induction coach

- LEA provides funds to the collaborative
- Collaborative provides tools working with RIDE
- Collaborative works with RIDE to hire and train fully released induction coaches
- Collaborative creates caseloads
- RIDE maintains NTC agreement and provides on-going coach training, professional development, and evaluation with collaborative taking on increasing responsibility.

LEA fully released induction coach

- LEA appoints and funds a district coach released to support induction
- LEA selects coach using NTC selection tool, manages caseloads, purchases materials and tools from NTC, supervises coach, and releases coach for on-going training and professional development.
- RIDE maintains NTC license and provides coach training and evaluation.

How do you plan for beginning teacher induction?

- Review LEA budget for anticipated new positions and retirements. There may be savings when higher step teachers retire and first step teachers replace them.
- Review Title IIA and other funding sources. Consider allocating funds towards beginning teacher needs through induction.

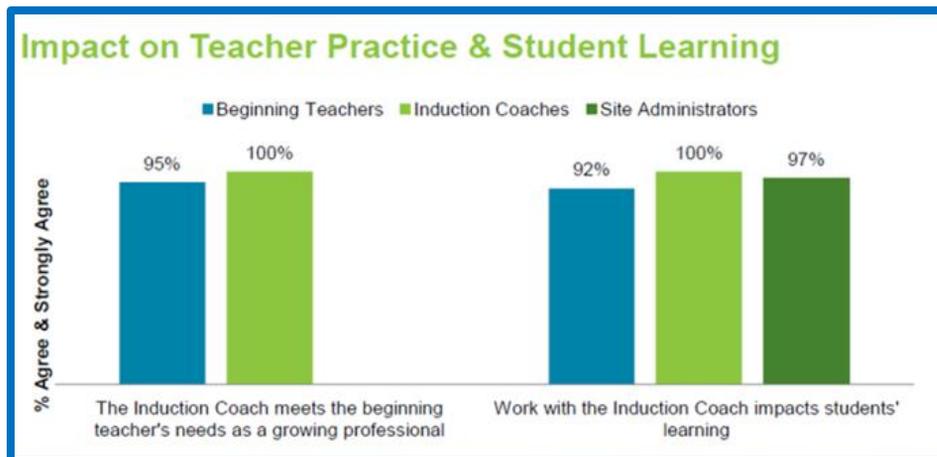
Rhode Island beginning teachers work with a NTC trained coach 90 minutes each week. Coaches schedules are flexible to ensure adequate opportunity to observe instruction and debrief. They use NTC tools to gather and analyze information to accelerate beginning teacher instructional growth.

“Teachers are not “finished products” when they complete a preparation program.”

-No Dream Denied, National Commission on Teaching and America's Future, Washington , DC, Jan. 2003

Rhode Island's Beginning Teacher Induction Program aims to develop highly effective beginning teachers by:

- Focusing on student achievement
- Accelerating new teacher growth
- Developing Reflective practitioners
- Creating a community of life-long learners
- Equipping educators with the skills and attitudes necessary to be change agents and teacher leaders.



NTC Rhode Island Spring 2013 Survey Data

New Teacher Center research indicates that students in a beginning teacher's classroom, who is supported by a fully released induction coach, make similar gains to their peers who are taught by veteran teachers. This contradicts a large body of research that suggests new teachers typically foster the least student gains.

We have a responsibility to provide each student the most effective teacher to guide their learning and maximize their growth. No student should have to wait!

Now is the time to plan for beginning teacher induction. State-wide implementation has been a huge success. RIDE is already budget planning to support districts to ensure that we continue to provide high quality instructional support to our newest teachers.

“ If we do what is right for the first 1-3 years of a teacher's career, then you have trained them and ensured that you have teacher leaders for the next 10-20 years and beyond.”

-Dr. Narcisse

For more information about Rhode Island's Induction Program and Sustainability or setting up a presentation please contact:

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