

TEACHER INDUCTION PROGRAM

Background

Teachers, upon graduation from teacher preparation programs, and those new to the province, have not yet fully developed the requisite Alberta professional practice competencies as outlined in the Teaching Quality Standard. The Teacher Induction Program is designed to help beginning teachers, second year teachers and teachers new to the province develop the requisite knowledge, skills and attributes to meet the diverse demands and complexities of teaching. These teachers will participate in formalized, quality, multi-year induction programming.

Definitions

Beginning Teacher is a teacher new to the profession or new to the Division and/or province.

Induction means the support and guidance provided to teachers in their first two (2) years and/or in the early stages of their careers as well as to those teachers new to the Division and/or province. The Induction Program must be focused on professional growth, be formative in nature and non-evaluative.

Mentor Coach is a teacher who supports the development of the knowledge, skills and attributes needed by beginning teachers and teachers new to the Division and/or province to be successful in their teaching positions. This teacher is to be a nurturing, collaborative professional with exemplary teaching skills.

School-based Mentor is a teacher who provides ongoing and informal professional support for teachers new to the Division.

Procedures

1. The Division supports where possible the teacher induction process. The duties of the Mentor/Coach include:
 - 1.1 Organizing and facilitating the New Teacher Orientation.
 - 1.2 Ensuring the confidentiality of teacher interactions.
 - 1.3 Promoting the personal and professional well-being of beginning teachers.
 - 1.4 Modelling best practices.
 - 1.5 Providing formal mentoring sessions.
 - 1.6 Facilitating on-going professional learning opportunities.
 - 1.7 Providing opportunities for collegial sharing and reflective practice.
 - 1.8 Providing information, support and training for school-based Mentors.
 - 1.9 Working collaboratively with administrators in implementing the Teacher Induction

Program and with partner jurisdictions to share vision and potential of this project.

2. As an instructional leader, the Principal will play a key role in the success of the Teacher Induction Program. The expectations of the Principal include:
 - 2.1 Promoting and supporting the Teacher Induction Program.
 - 2.2 Providing coaching and support for new teachers.
 - 2.3 Taking into consideration the complexity of new teachers' assignments and workload.
3. Beginning teachers and teachers new to the Division and/or province shall be provided with a School-based Mentor. The duties of the School-based Mentor include:
 - 3.1 Providing day-to-day job support.
 - 3.2 Providing ongoing supports and strategies for establishing relationships within the school community.
 - 3.3 Providing community and cultural awareness that orients the teacher to the community.
4. Each year, the Teacher Induction Program shall be reviewed and modifications made to reflect changes in the education context.
5. The Division, wherever possible, will work in collaboration with neighboring Divisions and Workforce Planning and Development to develop the Teacher Induction Program and to share their insights.
6. Provincial funding provided for the Teacher Induction Program will be allocated toward this endeavor. In the event that provincial funding is not provided, it does not prevent the Division from allocating funds to the program.

Adopted/Revised: JUN 2016/NOV 2019

Reference: Section 18, 52, 53, 55, 68, 196, 197, 204, 213, 214, 215, 218, 222, 225 Education Act
Freedom of Information and Protection of Privacy Act
Personal Information Protection Act
Teaching Profession Act
Certification of Teachers Regulation 3/99 (Amended A.R. 206/2001)
Practice Review of Teachers Regulation 11/2010
Ministerial Order 001/2013 – Student Learning
Ministerial Order 016/97 – Teaching Quality Standard
Guide to Education ECS to Grade 12
Practice Review Bylaws