

INDUCTION MATTERS: ENHANCING STUDENT LEARNING THROUGH EDUCATOR INDUCTION

High quality educator induction systems are essential to ensuring instructional effectiveness for Minnesota's students.

Comprehensive induction systems provide professional learning opportunities that promote continuous improvement of teaching and learning. Effective induction systems bridge preparation to practice and establish professional learning as a career-long process. In schools and districts where

induction is valued and embedded in practice, a supportive culture of professionalism and trust creates a more stable learning environment for students. Schools and districts investing in induction also benefit because they are more likely to retain new teachers. Research demonstrates that beginning teachers who experience a series of comprehensive induction supports are far less likely to leave the profession.

To help all Minnesota school districts and other educational institutions implement a system of supports for early career educators and those who are in career transition, a partnership among four Minnesota education stakeholders was established in 2006. The Teacher Support Partnership (TSP) has representation from Education Minnesota, the Minnesota Department of Education, Minnesota State Colleges and Universities, and the University of Minnesota, Twin Cities. Members of this partnership believe that all beginning educators and educators in transition should have access to comprehensive induction supports that will help them be more effective educators for Minnesota's children. In collaboration with teams of P-12 and higher education partners from across the state, TSP has developed Minnesota guidelines for educator inductions systems, available on request or at <http://tinyurl.com/tsp-draft>.



WHY INDUCTION?

Benefits for Minnesota students

- Increasing instructional effectiveness
- Improving opportunity for learning
- Enhancing student achievement

Benefits for educators

- Improving instructional practices
- Increasing the rate at which beginning educators develop their practice
- Developing skills and habits of on-going professional learning
- Creating schools as places of professional learning

Benefits for schools and districts

- Increasing retention of early career teachers
- Improving the financial return for districts who invest in induction
- Promoting the overall improvement of teaching quality and student learning
- Aligning educator practices with district goals

An induction system is	An induction system is NOT
<ul style="list-style-type: none"> • A structure for educator support including: a focus on standards for professional practice, careful selection and training of mentors, coaching and collaboration, and job-embedded professional development. • A process for establishing a pattern of career-focused professional learning. • Carefully coordinated and purposefully designed to meet the educator's needs. • Sustained over multiple years and differentiated as the educator develops. • Collegially supportive, and non-evaluative. 	<ul style="list-style-type: none"> • Limited to individual mentoring. • A buddy system reliant on the good will of volunteers who "help out" the educator. • A short-lived phenomenon limited to the opening of the school year. • A stand-alone program that is unrelated to school and district professional development goals. • A one-size-fits-all program. • An evaluation system.

INDUCTION SYSTEMS REQUIRE

- Institutional commitment
- Supportive leadership
- Collaborative school culture
- Vision of effective instruction based on professional standards
- Career-long learning of professional educators
- Differentiation of learning opportunities for educators
- Coherent system of professional development
- Quality mentoring
- Focus on student learning

COMPREHENSIVE INDUCTION SYSTEMS WILL RESULT IN

- Improved instructional practice
- Enhanced student achievement
- Supportive professional cultures in schools
- Alignment of state and local improvement priorities
- Retention of educators in the profession
- Cost savings for districts

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