TERI Impact on New Teacher Induction Program, Forest Lake Area Schools

Budget constraints from the last several years forced reductions in staffing and dedicated resources to our once model new teacher mentoring program. That program was begun in the 1980s through collaboration with the University of Minnesota. Through the support and resources available as a result of the TERI networking meetings, we have implemented the following changes to our induction program. This collaboration has allowed Forest Lake Area Schools to revision and renew our induction program.

Restructure the New Teacher Contract Year

- Changed from 4 days to 3 days prior to all teacher in-service.
- Fourth day is now spread throughout the school year as 2 hour “menu option” evening sessions.
  - Offer ongoing just-in-time support on relevant topics
  - Will include support as needed from department reps for content discussions

Redefinition of Mentor Roles

- Host Mentors redefined as Onboarding Mentors
  - Limited to one or two onboarding mentors per building depending on number of new teachers
  - Will focus on staff introductions, building logistics, general instructional support
- Instructional Mentor
  - Classroom and content-area support throughout the year (largely unchanged from original model)

Redefinition of District Department Chair/Building Department Chair

- Support new teachers during new teacher induction week.
- Support new teachers during monthly evening meetings throughout school year.

Improved reflection and communication with new teachers

- New teachers will complete monthly journal entries reflecting on their teaching.
- Ongoing satisfaction and survey of all new teachers after each new teacher event experience