

HIGHLIGHTS

New Teacher Induction Program (NTIP) 2005-06 Final Reports

These highlights are from an analysis of New Teacher Induction Program (NTIP) Final Reports filed by school boards for 2005-06. This was the first year for the NTIP and was a “transition year” as it was announced in October 2005 and implemented in March 2006 as a voluntary program.¹

- All school boards² with new teachers participated in the program -- including all 72 district school boards, the provincial schools authority, and 5 school authorities.
- A total of 7,583 new teachers (both full and part-time) were hired into permanent positions between August 1, 2005 and March 1, 2006, and participated in the program. Seventy percent of the school boards hired fewer than 100 new teachers.
- Despite starting-up later in the school year, almost all school boards provided some level of orientation or PD support to their new teachers. Approximately 80% of the school boards provided orientation sessions. Of the \$15 million allocated for the NTIP, approximately \$9.8 million was spent by the school boards for the implementation of the program for the 2005-06 school year.
- Half of the boards had a mentoring training program in place. However, almost all training was done at the board level, while mentor/new teacher matching was done at the school level.
- The preferred mentoring model was a one-on-one format. However, almost one third of boards used a multi-method approach employing several strategies to support mentoring in their board.
- On average, a total of 5 release days were given to each new teacher and mentor pair to participate in the NTIP.
- Many of the school boards (41%) involved their mentors and new teachers in shared professional development.
- The majority of school boards (about 80%) had all of their new teachers participating in some form of professional development.
- The delivery of professional development supports was conducted through a variety of means, often employing multiple strategies.
- Of boards who reported on the TPA (about 50), a majority (roughly 80%) of new teachers received two successful ratings on their *Teacher Performance Appraisals* (TPA) in the 2005-06 school year.

¹ Please note that while all participating school boards completed the NTIP Final Report, due to the roll-out late in the school year, some boards were in the process of developing the infrastructure of the program. Therefore, some of the data requested was not available (e.g., number of new teachers not returning to the board in the following year).

² School boards, unless otherwise noted, refers to district school boards, the provincial schools, and the school authorities.