

## **INDUCTION ELEMENTS & Ontario College of Teachers NOTATION:**

NTIP comprises the following three induction elements:

- A) Orientation to both the Board and the specific school(s)
- B) Mentoring by experienced teachers
- C) Professional Development and training appropriate for the new teacher

In addition:

- D) Teacher Performance Appraisals: All new permanent teachers are required to have two performance appraisals conducted within the first 12 months after they begin teaching. They must obtain two *Satisfactory* ratings. If they do not obtain two *Satisfactory* appraisal ratings the program continues for up to 24 months.

NOTE: All LTO teachers on their first LTO contract of four months or more are required to have an LTO Evaluation. This is not part of the NTIP but a requirement under Regulation 274. This evaluation DOES NOT count for the purposes of an NTIP notation. (Further information about the LTO Evaluation can be found on the board website under the Education and Resources tab ...Teachers...LTOTE

*(see Teacher Performance Appraisal: Technical Requirements Manual, 2010)*

For new teachers who successfully complete the NTIP, the Ontario College of Teachers (OCT) will place a notation of successful completion on the teachers' Certificate of Qualifications and Registration.

NOTE: Because new teachers and LTO's come with a variety of background experiences, the Board NTIP Lead, principals and mentors will work with the teachers to provide differentiated activities to meet their individual needs.