

New Teacher Induction Program Summary Sheet for Administrators

1. As of Sept 09 Boards are required to offer the 3 NTIP elements to new teachers, beginning LTO's and, at their own discretion, to second year teachers (which SGDSB does). Beginning full-time continuing education teachers can also be included.
2. Definition of new teacher: all teachers certified by the Ontario College of Teachers (including teachers trained out-of-province) who have been hired into full-time or part-time permanent positions to begin teaching for the first time in Ontario.
 - a. All new teachers and LTO's MUST participate in the NTIP.
 - b. All new teachers, regardless of experience, must participate in orientation.
 - c. All new teachers who have never taught before in permanent positions, whether trained in or out of Ontario, must receive the orientation, mentoring and PD.
3. Definition of LTO: a certified teacher in their first LTO same assignment for 97 or more consecutive days. They are not eligible for NTIP notation since they do not participate in TPA's. They participate in the other 3 elements and are required to have an LTO Evaluation if they are in their first LTO contract.
4. The NTIP is comprised of three elements: orientation at both school and board level), mentoring by experienced teachers, professional development and training appropriate for new teachers. Training and Professional Development should be specific to each teacher's needs. i.e. experienced teachers trained outside of Ontario may not need PD in classroom management but may need PD on curriculum.
5. All new permanent teachers are also required to have a minimum of two Teacher Performance Appraisals by principals in the first 12 months after they begin teaching. If two Satisfactory ratings are achieved then they have completed the NTIP. The teacher then goes on the five year experienced teacher schedule.
6. If there are not two Satisfactory ratings the teacher will continue the NTIP into the second year. They must get two satisfactory ratings within 24 months from beginning teaching.
7. The Teacher Performance Appraisal requirements for new teachers differ from those in the Performance Appraisal for Experienced Teachers.
8. LTO's do not participate in Teacher Performance Appraisals, but LTOs in their first LTO contract are required to participate in the LTO Evaluation process. These appraisals do NOT count for the NTIP notation.
9. Timeline extensions can be made for individual teachers in certain circumstances i.e. maternity leave.
10. Support (mentoring & PD/training) can be provided to 2nd year teachers who completed NTIP in their 1st year (not all may want or need to take part in another year).
11. A Board Steering Committee is required.
12. Resources:
 - The Individual NTIP Strategy Form
 - NTIP Manual- Induction Elements Manual 2010 (newest edition with some minor revisions - Updated electronic version is available at: <http://www.edu.gov.on.ca/eng/teacher/pdfs/NTIP-English>)
 - Teacher Performance Appraisal: Technical Requirements Manual (combined and streamlined for both new and experienced teachers). The streamlined electronic version is available at: http://www.edu.gov.on.ca/eng/teacher/pdfs/TPA_Manual_English_
 - SGDSB LTO Evaluation Manual