

MAKING THE NEW TEACHER INDUCTION PROGRAM (NTIP) MEANINGFUL

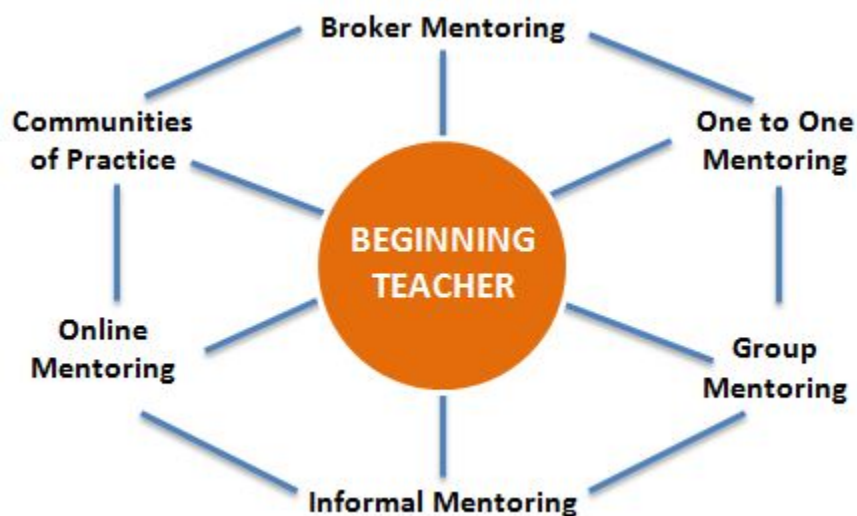
SCOPE OF NTIP¹

- 8,000 NTIP required teachers hired each year in Ontario
- 84% of boards choose to support 2nd year teachers (permanent and/or LTO)

	2009 / 2010	2010 / 2011	2011 / 2012	2012 / 2013	2013 / 2014
1st Year Permanent Hires	4600	4788	4269	4836	4259
1st Year Long Term Occasionals	3306	3950	3895	3487	3686
Total New Hires	7906	8738	8164	8323	7945

- Over **18,000** new teachers and mentors accessed NTIP supports in 2013-14

IDEAS FROM NEW TEACHERS & MENTORS – 45 BOARD VISIT FOCUS GROUPS²



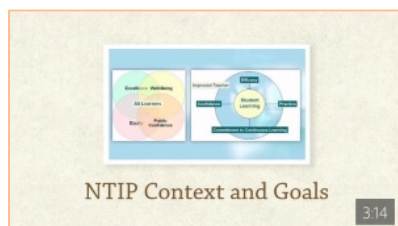
- Build a mentoring web
- Provide choice from an authentic learning menu
- More joint release days to support collaboration
- Mentor our mentors

ELEMENTS OF NTIP THAT IMPACT INSTRUCTIONAL PRACTICE – CFA RESEARCH³

- Support from colleagues (mentoring web)
- Classroom observation & debriefing
- Principal encouragement & ongoing feedback
- Menu of learning opportunities (choice)



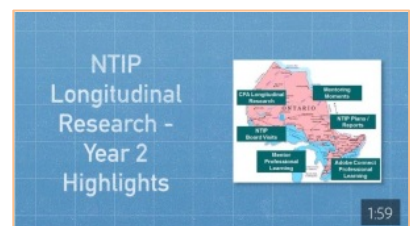
MAKING NTIP MEANINGFUL VOICECASTS (click each icon to view)



NTIP Context and Goals



NTIP Board Visits –
Listening & Learning



NTIP Longitudinal Research –
Year 2 Highlights