

2013 Noyce Conference

Initiating Teacher Induction



CSUteach Demographics

- Cleveland State University is an urban IHE
- The only Uteach replication site in Ohio
- 7-12 licensure in mathematics and/or science
- 100% placed in full time teaching positions
 - Urban: 15%
 - Suburban: 46%
 - Charter: 15%
 - Out-of-state: 23%



Induction challenges we face

- Ohio Resident Educator Program
- Teacher location
- Teacher participation (a sense of community)
- Lack of time
- Common Core State Standards-Math
- New Science Learning Standards
- edTPA
- Resident Educator Summative Assessment (RESA)



What are some of the challenges you face?

- ❑ Take a few minutes to share at your tables
- ❑ Identify challenges your program faces
- ❑ Share efforts to overcome those challenges



Let's take a look at how CSUteach initiated teacher induction



Initiating the Induction Process

- Provide job search training
 - Resume writing
 - Cover letters
 - Applications
 - References
 - Interview techniques
 - Mock interviews
 - edTPA training



Induction Ceremony

- Official induction welcoming candidates into the teaching profession
- Family participation
- Field supervisors and mentor teacher participation
- Teacher-candidates acknowledged, awarded, and recognized



Next steps

- New teacher starter kit
- Offer Induction course for graduate credit
- First days survival session
- Timed contact (July, September, November, December)



Induction Course

- This course is designed to support first year teachers as they navigate the transition between their teacher preparation program and the school system where they are teaching. Instruction will emphasize development in classroom management, communication, record keeping, instructional planning and delivery, student engagement, assessment and additional Ohio Residency Educator support. Content and pedagogical knowledge will be reinforced throughout the course.

Induction course (1 semester)

- Google hangouts
- Seminars
- Classroom visits
- One-to-one personalized support
- Google talk
- Google site



Outcomes for the course

- 15% participated for graduate credit
- Another 8% participated without attempting graduate credit
- Additional 15% participated in self-selected activities
- CSUteach induction was not prioritized by the newly licensed teachers



Upcoming course revisions

- Extend induction course to two semesters
 - Semester 1: Seminars, classroom visits, hangouts
 - Semester 2: Ohio Resident Educator Aligned support; heightened expectations of participants
- Use blackboard for discussions
- Limit hangouts to two per semester
- Implement Google Plus webpage to build community



Seminar highlights

- Feature presenters on various key topics
 - Anticipated 2013 topics:
 - Culturally relevant instruction
 - Problem-based learning
 - Diversity in the classroom
- SMART goals
- Instruction (planning and delivery)
- Classroom management
- Equity Fair



Seminar activity example

- ▣ Lesson study protocol
 - ▣ Purpose: To provide an intentional collaborative study of a variety of lessons for novice educators. This activity can be used to focus instruction on various aspects of instructional planning



Lesson Study Protocol

- Follow the protocol guidelines
- Discuss and share insights

Questions



Thank you

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