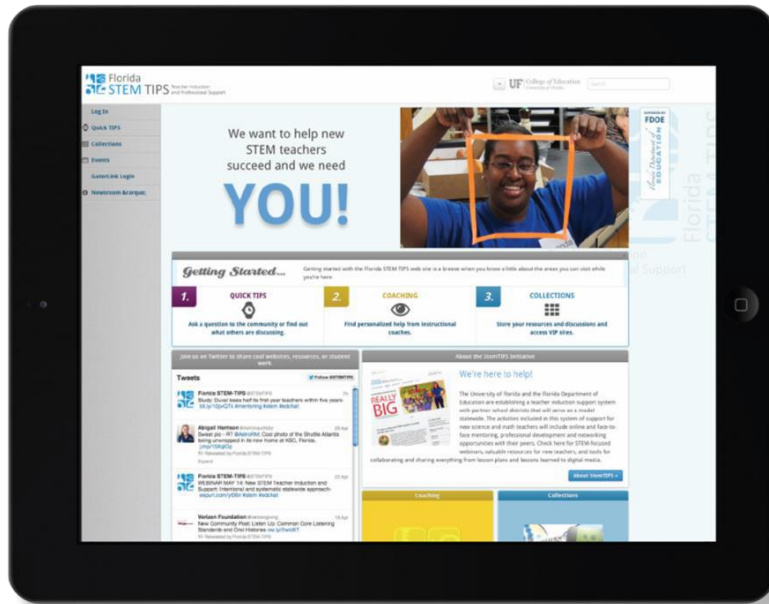


Helping New Teachers Survive and Thrive: Florida's STEM Teacher Induction & Professional Support (TIPS) Online Initiative



Dr. Griff Jones, Director and Principal Investigator, UF

Dr. Tom Dana, Co-Principal Investigator and Associate Dean, UF

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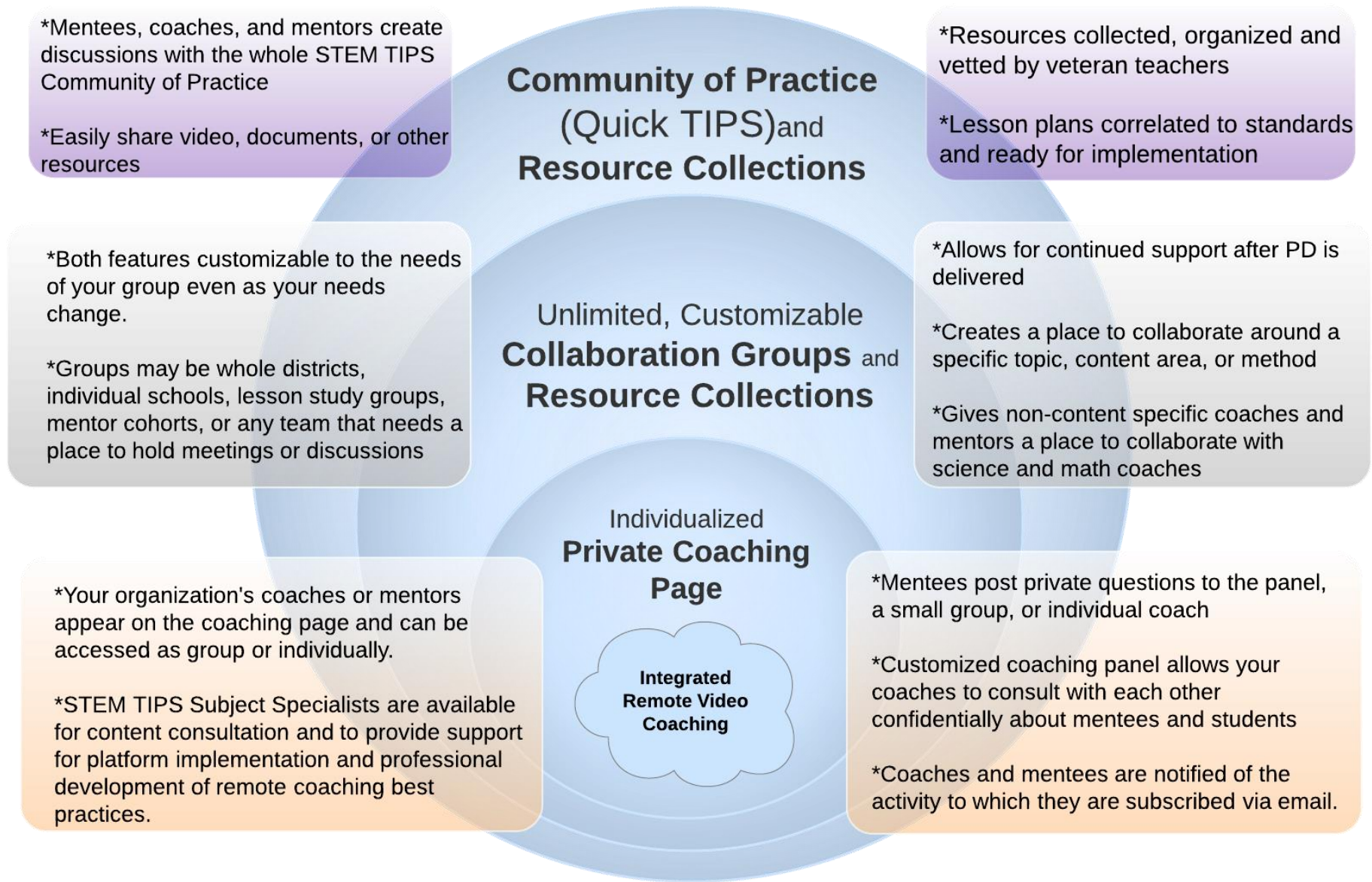
Dr. Regina Toolin, Director Robert Noyce Scholarship Program, UVM

Mark Olofson, Educational Leadership and Policy Studies Doctoral Student, UVM

stemtips.education.ufl.edu

Ninth Annual NSF Robert Noyce Teacher Scholarship Program Conference
June 20th, 2014

STEM TIPS Spheres of Professional Support for Teachers and Coaches



At-A-Glance

Induction Facts:

- Turnover is higher in teaching than in any other professionⁱ
- Beginning teachers have a higher turnover rate than experienced teachersⁱⁱ
- New teachers in many low-income schools do not have equal access to high-quality induction and mentoring.ⁱⁱⁱ
- Additional replacement costs of each lost teacher ranges from 50% to 150% of a new teacher's salary^{iv}
- Successful mentoring programs increase teacher retention and improve teachers' competence and effectiveness.^v

Induction Challenges:

- Novice teachers need subject-area, pedagogical, and emotional support
- Ideal induction support includes two or more years of support
- Diverse certification paths create a wide range of classroom-readiness
- Districts are facing shrinking induction budgets and growing accountability
- Districts require additional support to create strong partnerships and alignment with state initiatives

Florida STEM TIPS mission:

- Provide a tiered online induction model to support school districts and teacher preparation programs in developing and retaining new STEM teachers.

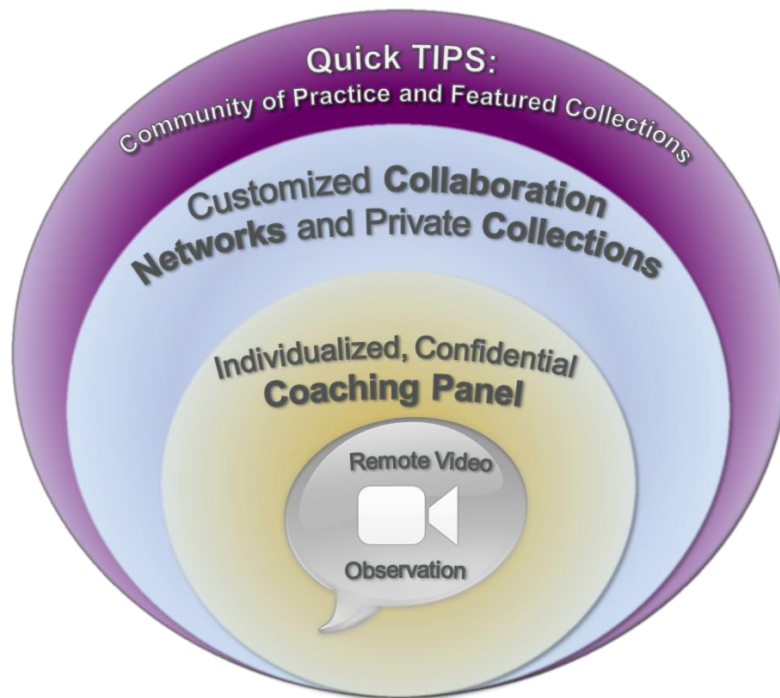
Florida STEM TIPS features:

- **Mobile-ready, online e-coaching and professional development:** Just-in-Time support from your coaches or mentors and STEM TIPS content specialists ensures high-quality instruction focused on improving teacher practice and boosting student achievement despite the challenges presented by time and distance.
- **Four tiers of web-based support:** Access to confidential personalized coaching, networked collaboration groups, classroom-tested resources, and content-focused community discussions.
- **Online community of practice:** Coaches and new teachers share teaching tips, or showcases success and student work
- **STEM TIPS Content Specialists:** A cohort of highly-skilled, content specific, veteran teachers trained by UF as online instructional coaches available to supplement your coaching and implementation of the STEM TIPS platform in order to further the goal of accelerating the growth and increasing the retention of new STEM teachers.
- **Customized Collections:** Vetted resources including classroom management tips, simulations, videos, standards-aligned lessons as well as tools to create your own customized collections.
- **New-For-You:** Site automatically selects resources customized to new teachers' profile
- **Integrated video and file upload solution:** Upload new content directly from mobile devices



Florida STEM TIPS addresses the Challenges

- The Florida STEM TIPS Initiative addresses the challenges of retaining beginning math and science teachers and accelerating their growth by leveraging an online learning platform to extend flexible, personalized content-focused support to beginning teachers statewide.



- Designed to provide a **continuity of support** as teachers, mentors, and administrators **integrate new PD into daily practice**.
- Offers multiple levels of **customized service** to support, streamline, and simplify your **existing** mentoring programs, professional development, and teacher preparation.

Visit or schedule a tour of Florida STEM TIPS at:
stemtips.education.ufl.edu

ⁱ Ingersoll, R. M. (2002). The teacher shortage: A case of wrong diagnosis and wrong prescription. *National Association of Secondary School Principals Bulletin*, 86(631), 16-31.

ⁱⁱ Ingersoll, R. M. (2001). Teacher Turnover and Teacher Shortages: An Organizational Analysis. *American Educational Research Journal*, 38, 499-534.

ⁱⁱⁱ Johnson, S. M., Kardos, S. M., Kauffman, D., Liu, E., & Donaldson, M. L. (2004). The support gap: New teachers' early experiences in high-income and low-income schools. *Education Policy Analysis Archives*, 12(61).

^{iv} Villar, A., & Strong, M. (2007p). Is Mentoring Worth the Money? A Benefit-Cost Analysis and Five-year Rate of Return of a Comprehensive Mentoring Program for Beginning Teachers (pp. 24). Santa Cruz, CA: New Teacher Center, University of California, Santa Cruz.

^v Weiss, E. M., & Weiss, S. G. (1999). Beginning teacher induction: ERIC (ED436487)

What district leaders are saying about Florida STEM TIPS:

“The Florida STEM TIPS program is a perfect match for our three year Mentoring and Induction for New Teachers (MINT) program due to the individualized support for our most critical needs teachers in mathematics and science. In addition to our MINT support, STEM TIPS provides outside virtual support when teachers have more time to reflect on their practice. “

Cindy M. Caldwell
New and Early Career Teacher Support
Professional Development
Miami-Dade County Public Schools



“Florida STEM TIPS has been an exciting and beneficial asset to our New Teacher Induction Program. This program has offered on demand, timely support to teachers who need it most, our newest teachers. While we offer wonderful programs to assist new teachers, this online coaching is there right when they need it most.”

Kathleen Orloff, Director
Professional Development
Palm Beach County School District



“The STEM TIPS Coaches and web-based resources have been valuable assets for the district’s novice teachers. Many of the district’s new math and science teachers have not entered the field of teaching through traditional routes. Although they bring content knowledge and relevant experience they need assistance with planning and managing instruction. We have integrated STEM TIPS into our induction program by requiring interaction with the coaches and resources as a part of their program requirements. The coaches provide one-on-one virtual assistance with planning and debriefing. Their “24/7” availability provides a level of support that the teachers would not otherwise receive. Thank you for recognizing this area of need and developing research-based, easily accessible resources that make a difference for teachers and their students. “

Dr. Lissa Dunn
Supervisor, Mentoring and Induction for Novice Teachers
Professional Development
Duval County Public Schools



“Mrs. Tredina Sheppard has utilized STEM TIPS to create a classroom environment that promotes high achievement. She works very hard to create lessons that are rigorous and engaging for all students. I empower my teachers to create lessons from the standards that challenge all students while stimulating critical thinking. STEM TIPS has provided Tredina with the platform to accomplish these goals. She is definitely in the top 5% of my new teachers.”

Todd Widergren
Principal
Columbia High School, NEFEC



What new teachers are saying about STEM TIPS:

"The coaching page is great to get immediate feedback for planning your lessons. I like being able to hear from other teachers and see what they have to offer about what works in their classroom."

Loni Hodges, 7th grade Life Science teacher

"Having support, encouragement, helpful insight, and just knowing that someone else is there to help with what I may encounter is the most important part of the STEM TIPS program to me."

Robert Lambright, High School Math teacher

"It's fantastic. Sooooo many resources, lots of links to videos, lesson plans, great ideas, engaging activities. You can access feedback from other teachers and post questions of your own on the site for help. I'm very excited. They even gave me a \$50 online Office Depot account to order classroom supplies."

Science inclusion teacher

Cristina Rottura, 6th gr.

"The 24/7 specialist support is INVALUABLE... My time is so short and my school no longer has a Science coach... now I have an entire Science STAFF to help me!"

Jacki Clark, 9th gr. Biology teacher

"The amount of resources that are available is wonderful! I thought that there was an abundance of information and resources to make my teaching more effective and my time more useful."

Kindall Crummey, 7th and 8th gr. Math and Science teacher

"I think that the quick coaching response is the most useful thing to first year teachers. I will use this site to communicate with other teachers throughout the state and for the many resources the site offers. Linking to videos that help my visual learners is a tool I will add to my lessons."

Johnathan Gaskins, 9th gr. Math teacher

"I believe this website is set up much better than the majority of other educational support websites. It is easy to navigate, quick, and very user friendly."

Zachary Barrett, 9th gr. Biology teacher

"As a new teacher with absolutely no background experience in education, this website allows me to explore and find numerous activities for my students. The more resources available to me, the more activities I can find for my students."

Kayla Denham, 8th gr. Science teacher

I found the Florida Stem TIPS site to be an excellent resource for me, and my students. I will be able to keep a collection of tips, with strategies to use in the classroom, ideas from other teachers, and benefit from their previous experience. The site is very easy to navigate, and I like having my own area to keep my resources. Thank you for making this available!

Tatiana Cohen, 9th gr. Science teacher