

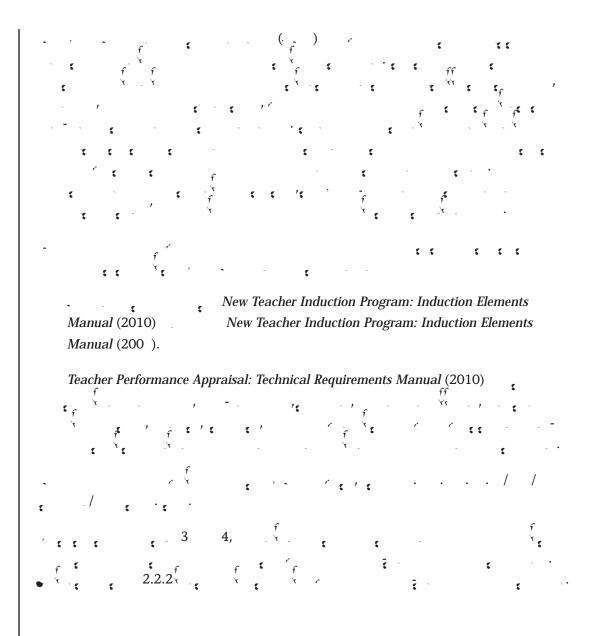
# I E Me, M

# Contents

| 1 | Introduction |  |  |  |  |  |  |  |  |  |  |  |
|---|--------------|--|--|--|--|--|--|--|--|--|--|--|
|   | 1.1          | The New Teacher Induction Program (Amended 2010)           |  |  |  |  |  |  |  |  |  |  |
|   | 1.2          | New Teacher Induction Program Requirements                 |  |  |  |  |  |  |  |  |  |  |
|   | 1.3          | Successful Completion of the New Teacher Induction Program |  |  |  |  |  |  |  |  |  |  |
|   |              | 1.3.1 Overview   |  |  |  |  |  |  |  |  |  |  |
|   |              | 1.3.2 NTIP Notation  |  |  |  |  |  |  |  |  |  |  |
|   |              | 1.3.3 Program Outcomes                                     |  |  |  |  |  |  |  |  |  |  |
|   | 1.4          | Organization of the Manual6                                |  |  |  |  |  |  |  |  |  |  |
|   | 1.5          | Partnerships and NTIP Steering Committees                  |  |  |  |  |  |  |  |  |  |  |
|   | 1.6          | Development of the New Teacher Induction Program           |  |  |  |  |  |  |  |  |  |  |
| 2 | New          | Teachers   |  |  |  |  |  |  |  |  |  |  |
|   | 2.1          | Definition of New Teachers8                                |  |  |  |  |  |  |  |  |  |  |
|   | 2.2          | Participation in the NTIP8                                 |  |  |  |  |  |  |  |  |  |  |
|   |              | 2.2.1 Teachers Trained Outside of Ontario                  |  |  |  |  |  |  |  |  |  |  |
|   |              | 2.2.2 Other First-Year Teachers (Amended 2010)             |  |  |  |  |  |  |  |  |  |  |
|   |              | 2.2.3 Second-Year Teachers                                 |  |  |  |  |  |  |  |  |  |  |
|   | 2.3          | Fostering a Growth-Oriented Performance Appraisal Context  |  |  |  |  |  |  |  |  |  |  |
|   |              | for New Teachers   |  |  |  |  |  |  |  |  |  |  |
|   |              |  |  |  |  |  |  |  |  |  |  |  |
| 3 | Role         | s and Responsibilities                                     |  |  |  |  |  |  |  |  |  |  |
|   | 3.1          | Overview   |  |  |  |  |  |  |  |  |  |  |
|   |              | 3.1.1 Principal  |  |  |  |  |  |  |  |  |  |  |
|   |              | 3.1.2 Mentor   |  |  |  |  |  |  |  |  |  |  |
|   |              | 3.1.3 Superintendent                                       |  |  |  |  |  |  |  |  |  |  |
|   | 3.2          | Individual NTIP Strategy Form13                            |  |  |  |  |  |  |  |  |  |  |
| 4 | Effe         | ctive Induction Practices                                  |  |  |  |  |  |  |  |  |  |  |
|   | 4.1          | Overview   |  |  |  |  |  |  |  |  |  |  |
|   | 4.2          | Resources  |  |  |  |  |  |  |  |  |  |  |
|   | 4.3          | Teacher Orientation  |  |  |  |  |  |  |  |  |  |  |
|   |              | 4.3.1 Timing   |  |  |  |  |  |  |  |  |  |  |
|   |              | 4.3.2 Method of Delivery                                   |  |  |  |  |  |  |  |  |  |  |
|   |              | 4.3.3 Expectations / Core Content                          |  |  |  |  |  |  |  |  |  |  |
|   | 4.4          | Mentoring  |  |  |  |  |  |  |  |  |  |  |
|   |              | 4.4.1 Timing   |  |  |  |  |  |  |  |  |  |  |
|   |              | 4.4.2 Method of Delivery                                   |  |  |  |  |  |  |  |  |  |  |
|   |              | 4.4.3 Expectations / Core Content                          |  |  |  |  |  |  |  |  |  |  |
|   | 4.5          | Professional Development and Training                      |  |  |  |  |  |  |  |  |  |  |
|   |              | 4.5.1 Timing   |  |  |  |  |  |  |  |  |  |  |
|   |              | 4.5.2 Method of Delivery                                   |  |  |  |  |  |  |  |  |  |  |
|   |              | 4.5.3 Expectations / Core Content                          |  |  |  |  |  |  |  |  |  |  |
|   |              |  |  |  |  |  |  |  |  |  |  |  |

Une publication équivalente est disponible en français sous le titre suivant : Programme d'insertion professionnelle du nouveau personnel enseignant : Guide des éléments d'insertion professionne2010. This publication is available on the Ministry of Education's website, at www.edu.gov.on.ca.

| 5 | Reporti    | ng an      | ld Ev | valua | ation   | ••    |         | • • • • | •••   |      | •••      | • • • | • • • | ••• | • • • | ••  | ••• | ••  | • • • | 24 |
|---|------------|------------|-------|-------|---------|-------|---------|---------|-------|------|----------|-------|-------|-----|-------|-----|-----|-----|-------|----|
|   | 5.1        | r          | s     | 5     | :       |       | (=      |         |       | 2010 | <b>)</b> |       |       | ••• | •••   | ••• | ••• | ••• |       | 24 |
|   | 5.2<br>5.3 | ۲.         | 5     | 5     |         | •     | • • • • |         | ; · · |      | •••      |       |       | ••• |       | ••• | ••• | ••• |       | 24 |
|   | 5.3        | 7          | ٢     | ٢     | ۲.      | r.    |         |         | Ý -   |      |          | ••    |       | ••• | •••   | ••• | ••• | • • |       | 25 |
|   | 5.4        | <b>f</b> . |       | ٢     | • • •   | •••   |         | • • • • | •••   |      | •••      |       | •••   | ••• | •••   | ••• | ••• | ••• | •••   | 25 |
|   | 5.5        | ٢          |       |       | • • • • | •••   | ••••    |         | •••   |      | •••      |       | •••   | ••• | •••   | ••• | ••• | ••• | •••   | 25 |
| 6 | Funding    | g          |       |       | ••••    | • • • | • • • • | •••     | •••   |      | •••      | •••   | • • • | ••• | •••   | ••  |     | ••• |       | 26 |
|   | 6.1        |            |       |       |         |       |         |         |       |      |          |       |       |     |       |     |     |     |       | 26 |
|   | 6.2 -      |            | =     | ٢     |         |       |         | ~       | r     | ~    |          |       |       | ••• | •••   | ••• | ••• | ••  |       | 26 |

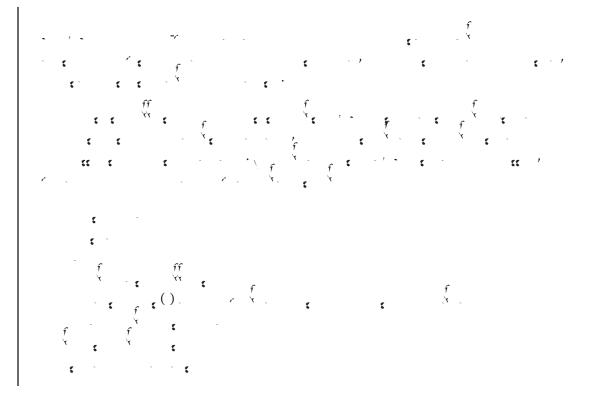


# **1.3.2** NTIP No a ion

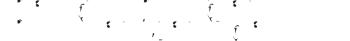
# 1.3.3 P og am O come

# 1.4 Organization of the Manual

# 1.5 Partnerships and NTIP Steering Committees







# 2 New Teachers

# 2.1 Definition of New Teachers

 $\int_{a}^{b} \int_{a}^{b} \int_{a$ 

# 2.2 Participation in the NTIP

# **2.2.1** Teache T ained O ide of On a io

# 2.3 Fostering a Growth-Oriented Performance Appraisal Context for New Teachers

5 - 1 5 1 ، د <sub>۱</sub> . د ، 5 ٢ ۲ ۲ '5 î : 5 ٢. Ý . . . f t 5 ç : 5 . • 5 c c f f 5 Ý . ۲' ۲ 5 : : 5 5 ÷ 5 ۲. · · • • 5 . 5 5 ٢ 5 5 3 3 3 3 f f <sup>i</sup>t <sup>i</sup>t 2 2 2 2 :: «"Հ 5 5 Y -15-18 . 1 **f** . • ٢ ¥ - . . . . **f** f ۲ ۲<sup>۲</sup> **7 7 7** 5 f ' . . . 5 5 Υ. 5.5 5 ff **f** 11 · · · · · · ۲. f 5 5 5 5 r 'Y **f** : : **f** (1) f f ¥ s - 2 \$ 6 Standards of Practice for the Teaching Profession. -Teacher Performance Appraisal: Technical Requirements Manual.

**3.1.1 P** inci, al<sup>2</sup> Î . . 3 3 3 7 7 7 7 3 3 3 3 5 ٠ ٢ ٢ · • • . 266/06. 5. - 1 · · · · · · :: î · · · · · · 5 5 = f 1 - 5 - 5 - 1 -د

### 3.1.2 Men o

# 3.1.3 S, e in enden

# 4 Effective Induction Practices

# 4.1 Overview

# 4.2 Resources

### **Board-level orientation programs should include:**

, , r . , Y C 1 1 1 1 1 f f f f 5 f e de la companya de ، د 5 s × · s = , × · s = Y . . . . . . 5 **5 5 -**1 7 f f ( 5 5 5 5 5 5 <sup>4</sup> s Y - - -. . . f ' **:** f f f 5 <u>(</u> ) / :: · -16 - 1 g 1 -: : Υ -5 Y 5 5 ۲ C · ( ( î ٢ 5 - - 1 = 5 5 5 

### School-level orientation programs should:

# 4.4.1 Timing

# 4.4.2 Me hod of Deli e

۲ ۲

# 4.4.3 E, ec a ion / Co e Con en

· · ·

**5 5 5 5** 5 5 , 5

Structured: c c c c

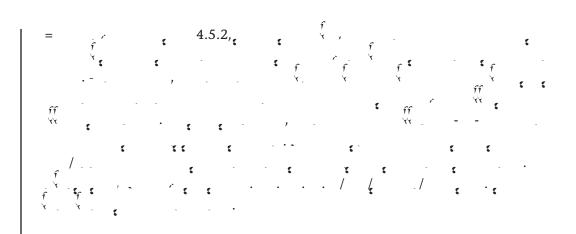
 $= \frac{1}{2} \frac{$ 

 $= \int_{X}^{f} \int_{Y} \int_{Y$ 

**Ongoing:** ::

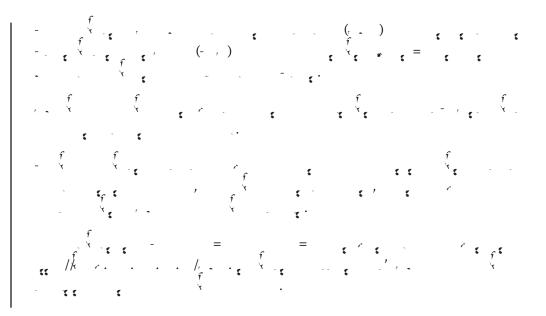
**" " " " "** Appropriate:

$$\frac{1}{2} + \frac{1}{2} + \frac{1}$$



# 6 Funding

# 6.1 Overview



# 6.2 Funding Allocation Model and Eligible Expenses

Funding 27



10-109 ISBN 978-1-4435-4023-0 (P ,) ISBN 978-1-4435-4024-7 (PDF) ISBN 978-1-4435-4025-4 (TXT)

Q P . , O . . , 2010