The New Teacher Induction Program (NTIP) has been designed to support the growth and professional development of new teachers. The performance appraisal process for new teachers has been designed to support and promote the continued growth and development of new teachers. The appraisal can foster the collaboration and relationship building that is essential to creating and sustaining a professional learning community in schools. It is especially important to see the appraisal process as a supportive and effective way of helping new teachers develop into confident and proficient teachers.