

## New Teacher Induction Program Summary Sheet for Administrators

1. As of Sept 09 Boards are required to offer the 3 NTIP elements to new teachers, (which includes those who do not have a 73% average on the EQAO). Beginning full-time continuing education teachers can also be included.
2. Definition of new teacher: all teachers certified by the Ontario College of Teachers (including teachers trained out-of-province) who have been hired into full-time or part-time permanent positions to begin teaching for the first time in Ontario.
  - a. All new teachers MUST participate in the NTIP.
  - b. All new teachers, regardless of experience, must participate in orientation.
  - c. All new teachers who have never taught before in permanent positions, whether trained in or out of Ontario, must receive the orientation, mentoring and PD.
3. Definition of LTO: a certified teacher in their first LTO same assignment for 97 or more consecutive days. They are not eligible for NTIP notation since they do not participate in the 73% EQAO. They participate in the other 3 elements and are required to have an LTO Evaluation if they are in their first LTO contract.
4. The NTIP is comprised of three elements: orientation at both school and board level), mentoring by experienced teachers, professional development and training appropriate for new teachers. Training and Professional Development should be specific to the needs. i.e. experienced teachers trained outside of Ontario may not need PD in classroom management but may need PD on curriculum.
5. All new permanent teachers are also required to have a minimum of two Teacher Performance Appraisals