

Mississippi Bend AEA Induction Consortium in Partnership with New Teacher Center

Improving student learning by accelerating the effectiveness of new teachers and school leaders

Background on New Teacher Center (NTC):

New Teacher Center (NTC) is a national non-profit dedicated to improving student learning by accelerating the effectiveness of new teachers and school leaders. NTC works with schools districts, state policymakers, and educators across the country to develop and implement induction programs aligned with district learning goals. NTC induction programs include one-on-one mentoring and professional development, all taking place within school environments that support new teachers.

NTC was founded by teachers in 1998 as part of the University of California at Santa Cruz. In July 2009, in order to better serve our national clients, NTC began operating as an independent non-profit. Annually NTC supports over 6300 mentors to improve the effectiveness of 26,000 teachers across the country. [Review NTC's latest Report Card.](#)

Beyond the classroom...

NTC responds to the national need for improved teacher effectiveness by:

- Providing outstanding new teacher induction services and [programs](#)
- Working with state policymakers to create thriving [policy](#) environments within which new teacher induction can take place
- Influencing the national dialogue on new teacher effectiveness.

Decision to move forward with NTC and Induction Consortium:

The state of Iowa has recognized the outstanding work of New Teacher Center and their presence across the state. The Des Moines, Dubuque, and Waterloo Public School Districts all partner with NTC in supporting new teachers. Grant Wood AEA has been partnering with NTC for the past seven years and recently (two years ago) began an induction consortium, which serves 22 school districts within the Grant Wood AEA borders. With the onset of TLC statewide, the AEA's were able to provide some money for AEA's that were interested in working with NTC in supporting beginning teachers. This is a great need for MBAEA districts, so the opportunity was seized. Below is a brief timeline of MBAEA's partnership with local districts and NTC.

- Induction Institute, September 2014
 - Seven of nine AEA's represented, including districts from MBAEA
 - Overview of New Teacher Center
- MBAEA Induction Consortium Overview, December 2014
 - Thirteen MBAEA districts present
 - Overview of Regional Induction Consortium and District Induction Consortium
- Pre-Implementation planning meeting, January 2015
 - Eight MBAEA districts present
 - Decision-making meeting on which consortium model would be best for MBAEA

- Design Meeting, February 2015
 - Three MBAEA districts present
 - Establish the MBAEA Induction Consortium with regional induction coaches (*See *'What is an Induction Coach?'* below)
 - Budget, Communication, and Hiring processes determined

What is the MBAEA Induction Consortium?

The Mississippi Bend Area Education Agency will be working with three districts in partnership with NTC during the 2015-2016 school year. These three districts, Andrew, Central, and Delwood, will be part of an induction consortium where together they will be working collaboratively in order to support their 1st and 2nd year beginning teachers they have in their respective districts. The induction consortium will pull resources together in order to provide systematic and focused support for beginning teachers, induction coach(es) (mentors), principals, and program leaders in order to increase student learning by accelerating new teacher practice.

What is an Induction Coach?

For the 2015-16 school year, the Mississippi Bend AEA Induction Consortium will be hiring one full-release induction coach to serve the beginning teachers of the three districts noted above. The induction coach will work collaboratively with MBAEA, Grant Wood AEA's induction coaches, and the teachers and administrators of all three MBAEA consortium districts.

An induction coach is fully released from the classroom to support the acceleration of the growth and development of first and second year beginning teachers in areas such as implementing effective instructional strategies, classroom management, analyzing student work, differentiated instruction, class culture and climate, supporting ELL and students with special needs, etc. An induction coach utilizes a variety of data collection tools and protocols that guide him/her and beginning teachers in reflecting on practice and monitoring progress towards professional goals for instructional improvement. Each MBAEA Consortium Induction Coach will support a caseload of around 15 K-12th grade first or second year teachers, within the MBAEA consortium school districts.

Hiring Timeline:

- By February 27th: Job description posted
- March 17th: Phone Interviews
- March 31st: Face to Face Interviews
- April 14th: Offer letter to finalist