

District Models for Induction

Dane County New Teacher Project / February 4, 2013

District	Model* (Please describe if hybrid)	Beginning Teachers		Experienced Teachers New to District	Mentors	
		Who gets mentored? (How many years of experience coming into the district. Note if you use Instructional Mentors and Building Advisors [enculturation coaches])	How long are they mentored?	Describe support.	How are they selected? (Tapped, application, interview; other)	How long do they serve?
Belleville	1:1	At this time first year in profession only	One year	Buddy for first semester	Administrative request as well as teacher interest	Varies, based on number of mentors needed each year. No specific end point as a mentor.
Cambridge	1:1	Anyone new to the district	I.E. two years P.E. one year	Orientation and support seminars	Discussion between principal and coordinator	Two years plus
Edgerton						
Evansville						
Madison	Retired	First year new to the profession (also pupil services staff)	One year	Building buddy	Application, interview	Three-four years
Marshall	1:1	Beginning teachers new to profession	One year: all Two years: upon request Mentored by full time teacher	Content coach (full time teacher in similar job) for one year	Administrators asked/choose	No set time
Monona Grove	Retired (planning to move back to full release and retired)	New to profession New to district with less than three years' experience New to district three plus years	Two years mentoring One year mentoring Work with teacher adviser	Teacher adviser one year	Application/interview	Varies-- Job description states 2-4 years

*1:1, 1:2 or more, retired, full release, part-release, hybrid

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Mount Horeb						
Stoughton	1:1	First year Second year to a lesser extent	Two years	Orientation Colleague/strategic leader/department chair	Application interview process mentor with committee	Three years
Sun Prairie Area School District	Full release	Teachers in year one and two, new to the profession	One to three years Gradual release model: year one-two weekly, year three as needed	Building buddy New teacher PD orientation	Interview	Four year cycle (looking to make term unlimited)
Verona	1:1	All new hires are assigned a trained, formal mentor	Two years	All besides beginning teachers: one year formal mentor (unless administration requests additional support)	Tapped Recruited Principal selection guided by program coordinators	As often as they would like or are willing
Waunakee	Retired	Teachers in year one and two	Two years	New to the building get a building mentor (nuts and bolts)	Recruited	Unlimited term
McFarland	1:1	Teachers in year one and two (for brand new)	Two years	Mentored for one year Peer/collegial (differentiation) model	Tapped Recruited	Varies based on interest, experience, building location/grade and academics of new hires

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