

One Page Abstract

The New Teacher Center (NTC) and Hillsborough County Public Schools (HCPS) seek to continue and deepen a successful partnership to accelerate new teacher and new principal development and positively impact the learning and achievement of students in HCPS schools. These outcomes will be achieved by:

- Continued implementation of a 2-year, intensive instructional, and student-learning focused system of teacher induction and principal induction based upon the principles, practices and protocols of the New Teacher Center
- Enhancement of the existing Mentor Development supports to increase capacity of third year teacher mentors
- Reduction in mentor-teacher ratios to allow for more intensive support of each beginning teacher and new principal
- Increasing the intensity of NTC support for program improvement and sustainability, including additional field-based support for mentors and Area Learning Directors.

The district and NTC can count many successes in both induction programs to date. Mentor Evaluators have become highly trained in observing and giving concise, appropriate feedback. In addition, the cohorts of new principals and mentor evaluators have found ways to work together to enhance a new teacher's practice while maintaining a trusting relationship. While the principal sets the tone and instructional direction for the school, the mentor supports those initiatives with weekly observations and reflective conversations to accelerate a new teacher's growth and to enhance their ability to connect with and engage all students, critical elements towards student learning.

Hillsborough and NTC have high hopes for improvements made possible by this grant: Highly trained mentors who gain skills and return to the classroom rejuvenated, new teachers with accelerated autonomy and efficacy who stay in their positions for longer periods of time, new principals who become effective instructional leaders in their schools more quickly, and ultimately, more capable students who are able to tackle any 21st century challenge because they have a complete and thorough education.