

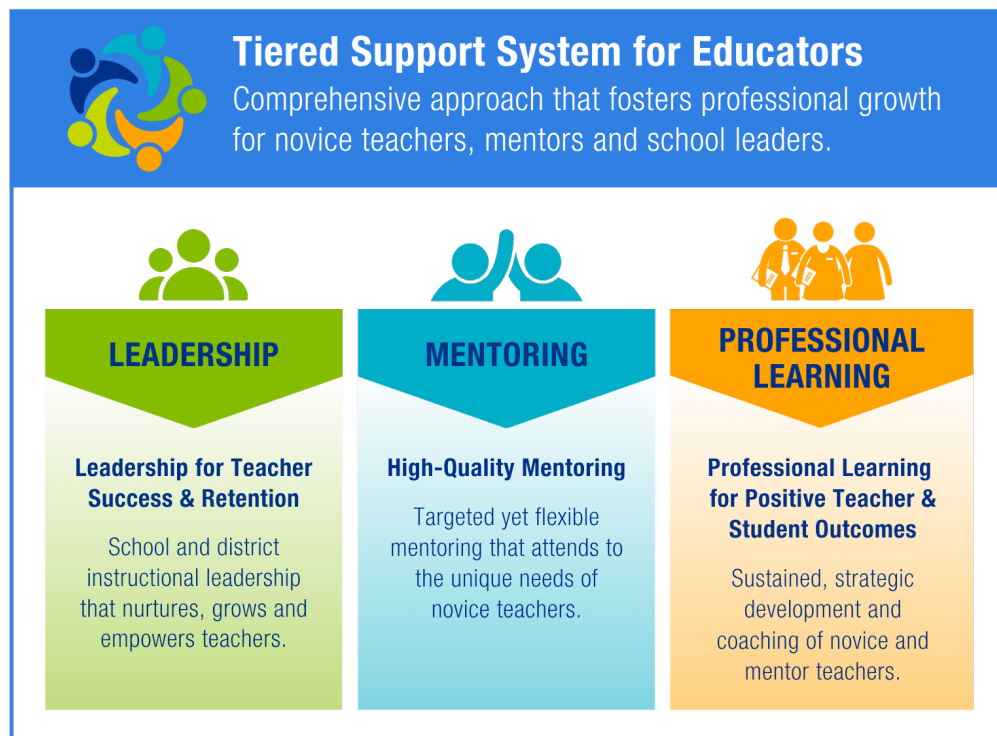
SREB's Teacher Induction Framework at a Glance

Teacher induction is a comprehensive support system designed to help new teachers transition smoothly into their roles. High-quality induction helps them adapt to their new environment, develop their skills to implement high-impact instructional practices and create a positive classroom culture. The ultimate goals: **improved student outcomes**, **increased teacher retention**, and **higher teacher self-efficacy**, or the belief in their ability to handle the challenges of their positions.

Educators in all positions and levels need a variety of support. Quality teacher induction is more than just compliance, or checking required boxes: It is driven by the needs of individual educators at specific times in their careers.

These components are necessary for a teacher induction program to provide well-rounded support. Beginning with a comprehensive tiered system, the framework outlines support elements from leaders, mentor teachers, coaches and other professional learning providers.

Quality Teacher Induction



See the full SREB Teacher Induction Framework at [SREB.org/Induction](https://www.sreb.org/induction).

Continuum of Support

Quality Teacher Induction

To begin evaluating their induction support, schools and districts can use this rubric organized by the four components of SREB's Teacher Induction Framework.

No Support

Educators receive no formal guidance or help from leaders, designated mentors, coaches or other professional support.

Compliance-Driven

As part of a required support program, educators complete growth plans and consult with mentors.

Problem-Driven

Mentoring structures and learning activities are linked to specific challenges encountered by educators.

People-Driven

Leaders, mentors, coaches, professional learning communities and other growth strategies collectively support educators' entry and progress in the profession.

Induction Component	No Support	Compliance-Driven	Problem-Driven	People-Driven
Tiered System of support for educators	No established system of support exists for novice teachers from leaders, mentors, coaches or other development resources.	A checklist shows required processes and support for novice teachers, mentors or leaders.	Support practices for novice teachers, their mentors and leaders are set based on common challenges.	All educators receive focused and timely coaching and mentoring. Support communities and professional growth opportunities are adapted to current needs.
Leadership for teacher success & retention	No guidance is provided to school leaders on how to develop novice and mentor teacher support.	School leaders are required to provide basic development plans for novice and mentor teachers and provide modest support.	School leaders are given support and guidance on how to provide instructional leadership for common mentor and novice teacher challenges and apply these strategies in practice.	School leaders are coached and guided to give focused instructional feedback and support to enable mentor and novice teacher growth and improved instruction.
High-quality mentoring	Novice teachers receive no formal help from designated mentors, and mentors receive no formal guidance from their leaders.	As part of a required induction program, novice teachers consult mentors to complete projects, such as portfolios and professional growth plans.	Mentoring structures and activities are linked to specific challenges that early career educators encounter in the classroom.	Mentors support teachers' entry into professional communities. Induction addresses the unique needs of novices and emphasizes both novice and mentor teacher growth.
Professional learning for positive teacher and student outcomes	Novice and mentor teachers receive no formal coaching or professional development targeted to their needs.	Novice and mentor teachers are required to complete a preset list of professional development tasks or courses.	Novice and mentor teachers are provided professional learning and coaching that aids in dealing with certain challenges.	Novice and mentor teachers are provided regular coaching and professional learning opportunities tailored to their specific needs.