

New Teacher Induction

**Education Committee Meeting
September 7, 2016**

New Teacher Induction

- ❑ Pennsylvania Department of Education requirement
 - ❑ 24 post-baccalaureate credits
 - ❑ Six semesters of teaching
 - ❑ Induction program
- ❑ Partnership with the Pittsburgh Federation of Teachers
- ❑ PPS Teacher Support Liaison

What are the mandatory components of the New Teacher Induction Program?

- New Teacher Orientation
- BloomBoard Micro-Credentials (RISE)
- In-Person opportunities (RISE UP/Content-Focused Sessions)
- QUEST fairs (Educational Research & Dissemination Classes)
- Beyond Diversity

We also provide the following learning supports:

- Professional Learning Communities
- Onsite Professional Development
- Open Classrooms
- New Teacher Workshops
- TeachBack Coaches

2016-17 New School-Based Hires

- ❑ As of 8/31/16, PPS has hired 105 school-based professionals
 - ❑ 93 teachers:
 - ❑ 6 English Language Arts
 - ❑ 16 Elementary
 - ❑ 4 Math
 - ❑ 18 Program for Students with Exceptionalities
 - ❑ 7 Science
 - ❑ 4 Social Studies
 - ❑ 42 Other
 - ❑ 8 Counselors/Social Workers
 - ❑ 4 Others

2016-17 New School-Based Hires (Cont.)

- To date, PPS has hired 105 school-based professionals

Race/Ethnicity	Female	Male	Total
American Indian/Alaskan Native	1	0	1
Asian/Pacific Islander	1	0	1
Black	13	4	17
Hispanic	2	1	3
Multi-Racial	2	0	2
N/A	0	2	2
White	54	25	79
Total	73	32	105

District efforts to recruit and hire new teachers

- ❑ Employed more targeted recruitment strategies
 - ❑ Participated in recruitment events that targeted greater concentrations of teachers of color
 - ❑ Established a group of recruitment ambassadors which builds internal capacity for recruitment activities and provides multiple perspectives on the PPS value proposition
- ❑ Developed more authentic interview process for early hires, including demo lessons

Opportunities for strengthening recruitment and hiring next year

- ❑ Increase PPS participation in diverse recruitment events
- ❑ Further leverage recruitment ambassadors and current teachers of color to support recruitment efforts
- ❑ Continue to refine mechanisms in the selection process that can increase diversity and effectiveness of new hires
- ❑ Continue to expand opportunities for more authentic interview process, including the use of student voice

Moving Forward

- Differentiating Support
- Transitioning work to the schools
- Continue efforts to recruit and hire





Questions?