



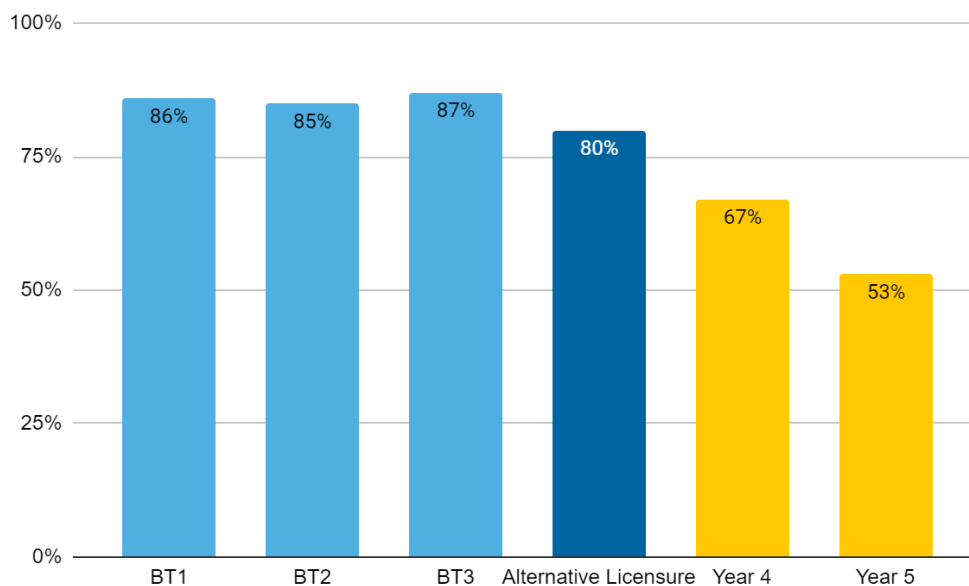
NEW HANOVER COUNTY SCHOOLS

Beginning Teacher Support Program Overview

The NHCS Beginning Teacher Support Program (BTSP) supports teachers in their first, second, and third years of teaching and ensures the district complies with state board policy [TCED-016](#). The BTSP is facilitated by three (3) BT Support Specialists and currently serves 230 BTs. Funding for the program comes from Title II. The key induction activities include:

- BT1 Orientation
- Meeting regularly with on-site mentor
- Monthly professional development
- Regular informal walkthroughs by the BT Support Specialist and Mentor
- Support on Site Program (SOS) in Secondary Schools with 8 or more BTs
- Guided Observations
- Licensure Support

2023-2024 NHCS Retention Data:



2023-2024 End of Year Survey Data:

- **96%** of BTs reported that they felt adequately supported by the BT Support Specialists
- **96%** of BTs reported that they felt adequately supported by their mentor
- **96%** of BTs reported that they received professional development specific to BTs
- **92%** of BTs reported that the additional support received helped them to impact student learning