

Support funding opportunities for teacher mentoring programs

Teacher development occurs on a continuum spanning the entire career of an educator. Mentoring and induction activities facilitate the challenging preservice-to-inservice transition for new educators. High-quality mentoring can improve instructional efficacy, support teacher retention, and increase student performance. Additionally, mentoring can connect and support many other state and district initiatives related to improving equitable access to excellent educators. Thus, alleviating teacher attrition and shortages while addressing school turnaround efforts.

High-quality mentoring programs include components of rigorous mentor selection based upon the qualities of an effective mentor. In addition, ongoing professional development for mentors, sanctioned time for interactions, and multi-year placement practices all support highly effective programs. Nationally, districts cite a lack of resources as a barrier to implementing high-quality mentoring programs.

Quick Facts

- ❑ IDOE data indicates 35% of teachers leave the profession within their first five years of teaching.
- ❑ On the *Indiana Teacher Survey: Your Voice Matters*, 53% of teachers responded favorably that teacher leadership roles were important to them; however, only 30% of teachers responded favorably that teacher leadership roles were available to them.
- ❑ According to IDOE's 2017-2018 certified educator report, Indiana reported 4,285 new teachers.
- ❑ Mentoring and/or induction is mentioned in 45 ESSA plans, including Indiana's, as a strategy for promoting teacher retention and equity.
- ❑ Teacher attrition in the United States costs more than \$2 billion a year, at a rate of nearly \$10,000 per teacher who leaves.
- ❑ For every dollar invested in comprehensive teacher induction programs, the state sees a 50% increase on investment.
- ❑ A recent longitudinal study showed that comprehensive mentoring and induction supports for new teachers in Grades 4-8 resulted in the equivalent of approximately 2-5 additional months of student learning in math and reading, as compared to students of control teachers without comprehensive mentoring support.
- ❑ The Indiana Mentoring and Assessment Program, an optional license conversion program, is not supported through any state funding.