Alabama Conducts Teacher Induction Training

Increasing numbers of new teachers are needed in the United States due to escalating retirement rates, reduced class sizes, and rising student enrollment. Therefore, it is essential that every effort be made to retain bright and capable teachers. Unfortunately, 30 to 50% of new teachers leave the teaching profession within the first five years because of concerns related to issues such as classroom management, inadequate preparation in instructional matters, feelings of isolation, inferior working conditions, and unsupportive environments. It is projected that our nation's schools will need to hire 2.2 to 2.5 million teachers over the next decade. With teachers already in short supply, schools sorely feel the loss of these new teachers.

The Alabama Teacher Quality Enhancement Project selected, through a competitive proposal process, the UAB Civitan International Research Center (CIRC) to develop a manual providing a framework and guidelines for a teacher induction program model, to provide training for the model, and to provide technical assistance in implementing the model. The program is designed to assist beginning teachers in making a successful transition into the school environment, breaking the walls of isolation many encounter, and improving their content knowledge and instructional skills. It is hoped that the induction program will help retain those who might otherwise leave the teaching profession.

On July 17th, 18th, and 19th, Janice Cotton, Program Director, and Delyne Hicks, Program Coordinator, held a two and one-half day training session for 31 teachers, principals and school administrators representing seven school districts from around Alabama that are piloting the program. Using the recently developed teacher induction manual as a springboard, participants shared their knowledge related to their experiences as novice teachers, explored the challenges new teachers face today, and learned "best practices" for teacher induction programs. They discussed the distinct needs of their own districts and made preliminary plans for implementing the induction program this school year. Technical assistance will be provided to all...
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school district coordinators throughout the school year and will include meetings, an Internet listserv, newsletters, and on-site consultation as requested.

The Alabama Teacher Induction Program is a part of the Alabama Teacher Quality Enhancement Project. The mission of the Teacher Quality Enhancement Project is to improve public education by improving teacher effectiveness. The Governor’s Office, staff at the Alabama Department of Education, and a task force appointed by the Governor have provided direction for the Teacher Quality Enhancement Project with Vikki Miller serving as Project Director for the State Department of Education. (This article was reprinted by permission from the UAB CIRC.)

Montgomery County Principals work diligently at a recent professional development seminar held at The Legends at Capitol Hill in Prattville.

MONTGOMERY COUNTY SCHOOL SYSTEM HOLDS FACILITATOR TRAINING FOR ITS PRINCIPALS

The Montgomery County School System with the support of the Montgomery Education Foundation held the Formula for Success Facilitator Training for 43 of its principals on July 30-31 at The Legends at Capitol Hill in Prattville. This was a local professional development workshop planned as a follow-up to the training held for the TQE pilot sites in May in a collaborative effort between the Alabama Best Practices Center and the Alabama Teacher Quality Enhancement Project.

Formula for Success is a study group program designed to give principals who are committed to school improvement the opportunity to study, explore, and learn from each other. Study groups provide a structure for principals to engage in continuous learning focused on student results and best practices to support higher levels of achievement.

Upcoming Events …

- The National Teacher Quality Enhancement Directors’ Meeting • September 12-14 • San Diego
- Alignment Committee for National Board Certification Standards and PEPE Standards • September 7 • SDE
- Improving America’s Schools Conference • October 17-19 • Mobile
- Alabama Staff Development Council State Conference • October 25-26 • The Wynfrey

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