

Just The Facts...

We Need to Help New Teachers Succeed Because ...*

- ⇒ Currently, more than half of new teachers leave the profession in their first five years
- ⇒ New teachers who participate in induction programs are nearly twice as likely to stay in the profession as those who do not
- ⇒ Research indicates a critical predictor of student success is teacher quality
- ⇒ By the end of this decade, the U.S. will need two million new teachers

A Quick View of New Teachers*

- ⇒ Almost two-thirds are younger than age 27
- ⇒ More than one fourth of them are not fully certified
- ⇒ 42 percent have just completed college and have never taught
- ⇒ 34 percent are former teachers who are coming back to the profession
- ⇒ The majority are single and in debt

New Teachers Are Concerned About ...*

- ⇒ Student motivation
- ⇒ Discipline problems
- ⇒ Preparing lesson plans
- ⇒ Instructional issues
- ⇒ Heavy teaching loads
- ⇒ Demands on their time
- ⇒ Inadequate resources and materials
- ⇒ Dealing with parents
- ⇒ Special learning challenges
- ⇒ Lack of collaboration with teachers in their content areas

The Career Education Mentoring Program Complements the In-District Mentoring Program by...

- ⇒ Providing an outstanding teacher in the same content area and specific courses to serve as a mentor
- ⇒ Allowing each teacher in a program to focus on the specific courses taught, since not all teachers are experts in all courses
- ⇒ Assisting with and addressing content-specific issues related to alternative certification
- ⇒ Bringing new ideas and resources into a program and is less threatening since the mentor is from a different school
- ⇒ Providing additional help for a new teacher even though the in-district mentor may be in the same content area program
- ⇒ Avoiding any potential personality conflicts with fellow teachers and protecting the self-respect and confidence of the new teacher
- ⇒ Creating a partnership with the in-district mentor, to ensure thorough coverage of district as well as content-specific policies and procedures

*Source: Beginning Now: Resources for Organizers of Beginning Teachers, <http://www.nea.org/teachershortage/betterbeginnings.html?mode=print>