

Grant Wood Induction Consortium

New Teacher Development

- Full-release Induction Coaches meet weekly with beginning teachers
- Focus on Instructional Practice
- Beginning Teacher Network – after school sessions 4x year
- Access to NTC Learning Zone tools to support Lesson Planning, Analyzing Student Learning, Observation and Feedback, Goal-Setting, Knowing Students, and more...

Mentor Development

- Rigorous Selection Process
- District employees fully-released for 4 years to be Consortium Induction Coaches
- Monthly Induction Coach Forums
- Professional Learning Series (12 days Year 1, 8 days Year 2)
- In-field observation and feedback by Lead Coach (monthly)
- Access to NTC Learning Zone tools to support mentor Goal-Setting, reflection on professional growth, Observation and Feedback, Analyzing Beginning Teacher Development, and more...

Principal and Site Leader Capacity Building

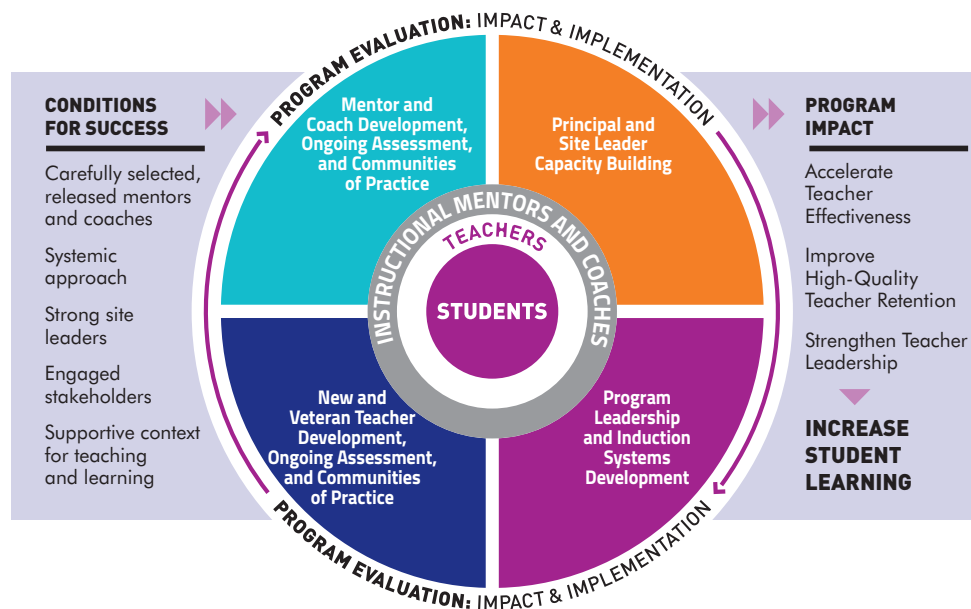
- Role of the School Leader in New Teacher Effectiveness (1/2 day for new to Consortium principals)
- Improving Student Achievement (3 days Evaluator Approval credit)
- Consult with Consortium Program Lead

Program Leadership and Induction Systems Development

- District consultations guided by Induction Program Standards
- Alignment to and support of district TLC initiative
- Program Evaluation Data Analysis

Value of Comprehensive Induction Services - \$12,926 per beginning teacher

Your Cost - \$6,100 per beginning teacher



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Program Impact:

Accelerate Teacher Effectiveness and Increase Student Learning

We partnered with New Teacher Center to conduct a research study linking our comprehensive induction model to accelerated teacher effectiveness and increased student learning outcomes. You may view our results here:

<https://newteachercenter.org/news-story/ntc-i3-release/>

Improve High-Quality Teacher Retention

Beginning Teachers in Consortium districts have an 85% in-district retention rate after 3 years, compared to 70% across Iowa.

Strengthen Teacher Leadership

We have selected and trained Induction Coaches* from many current and former Consortium districts, including:

- Anamosa
- Benton
- Cedar Rapids
- Center Point-Urbana
- Clear Creek Amana
- College
- Marion
- Mid-Prairie
- Solon
- Vinton-Shellsburg
- West Branch

In addition, recent data shows 26% of teachers supported by the GWAEA Induction Consortium serve in formal leadership roles in their district within their first 5 years of teaching.

**Districts are reimbursed the salary and benefits of each induction coach selected from their district. This reimbursement often offsets the cost of the Consortium fee for beginning teachers.*

6 Creative Ways to Fund Participation in the Induction Consortium

One of the most common concerns from administrators considering participation in the GWAEA consortium is how they might be able to access the great resources and training on their already limited budget.

- 1) **TLC funding** can be used by districts to support the GWAEA Induction Consortium fee per beginning teacher.
- 2) **Teacher Quality Funds** Many of the current consortium districts have supported a portion of their consortium fees through their TQ committee approval.
- 3) **Federal Funds - Title II, Part A** This funding is available to districts to support professional development among other items for districts. If interested a district could use this to support consortium fees.
- 4) **Special Education Funding** If districts have a new initial license Special Education teacher, up to 90%* of the consortium fee for this special education teacher can come from this funding source. (**cost of portion of induction coach salary and benefits allocated to support this new teacher.*)
- 5) **Hire/Retire Savings Differential** When hiring a new teacher to replace a retiring teacher, most often the new teacher's salary and benefit package is much lower than the retiring teacher's in most situations. Considering using some of this savings as a reinvestment in the new teacher through the consortium fee.
- 6) **Foundations or Community/Business Partners** Many foundations or community organizations/business partners are interested in keeping great teachers in their local school system. Approaching them with the idea of sponsoring a new teacher through the consortium fee would be a great way to include them in reaching this goal.