



Does Teacher Induction Matter?

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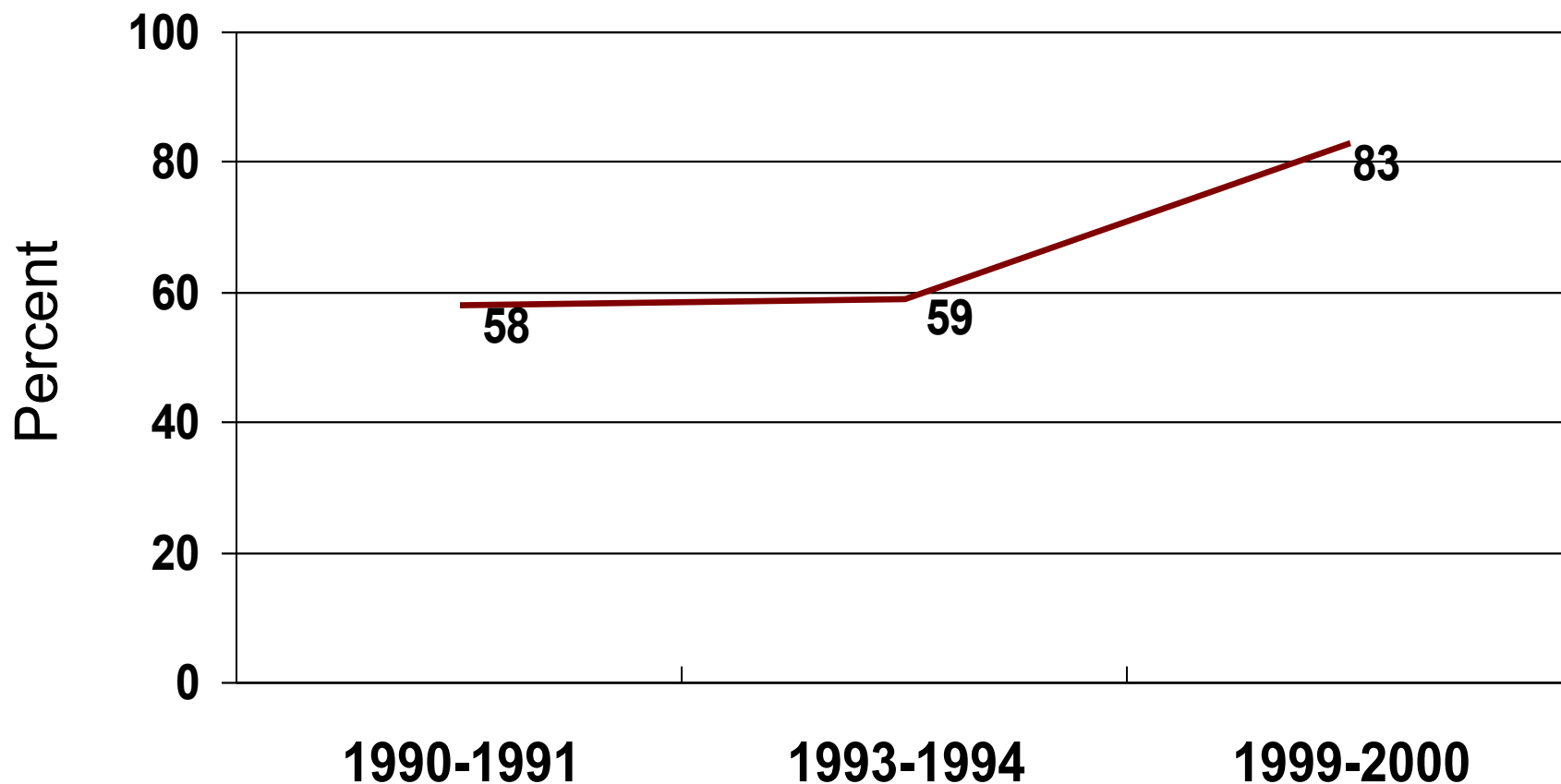


The Source of Data

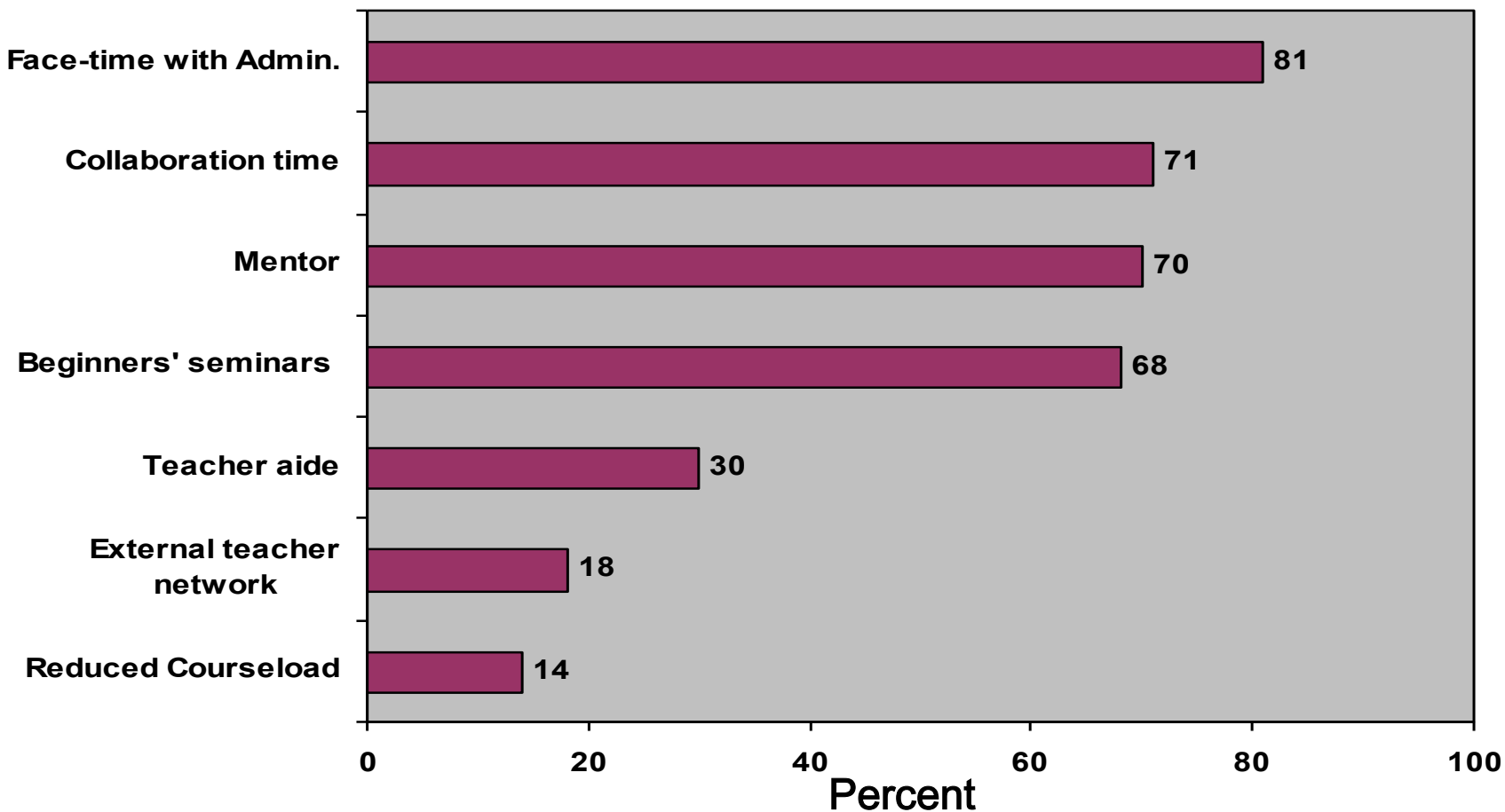
The Schools and Staffing Survey with the Teacher Follow-up Survey

- **Conducted by the Census Bureau for the U.S. Department of Education**
- **4 Cycles: 1987-1989, 1990-1992
1993-1995, 1999-2001**
- **The largest source of information available on teachers:**
 - Sample: 55,000 teachers
12,000 schools**
 - Representing all 50 states**

Trends in Beginning Public School Teachers' Participation in Induction Programs



Percent Beginning Public School Teachers Who Received Various Induction Supports (1999-2000)





3 Induction Packages

“Basic”

-56% of beginners

-2 components: mentor and face-time with admin.

“Basic & Collaboration”

-26% of beginners

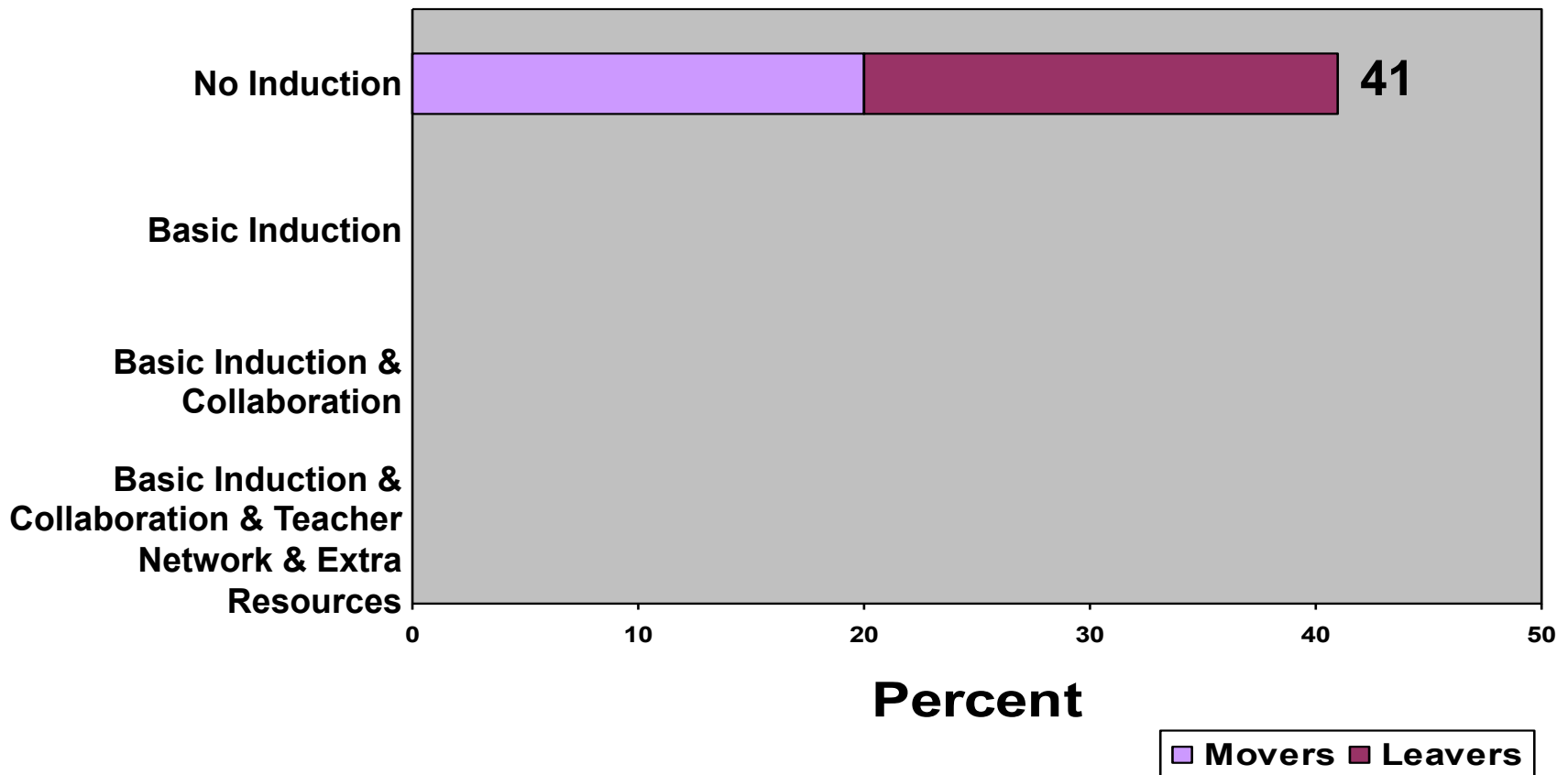
-4 components: mentor from own field; face-time with admin.; collaboration time; beginners’ seminar

“Basic & Collaboration & Teacher Network & Extra Resources”

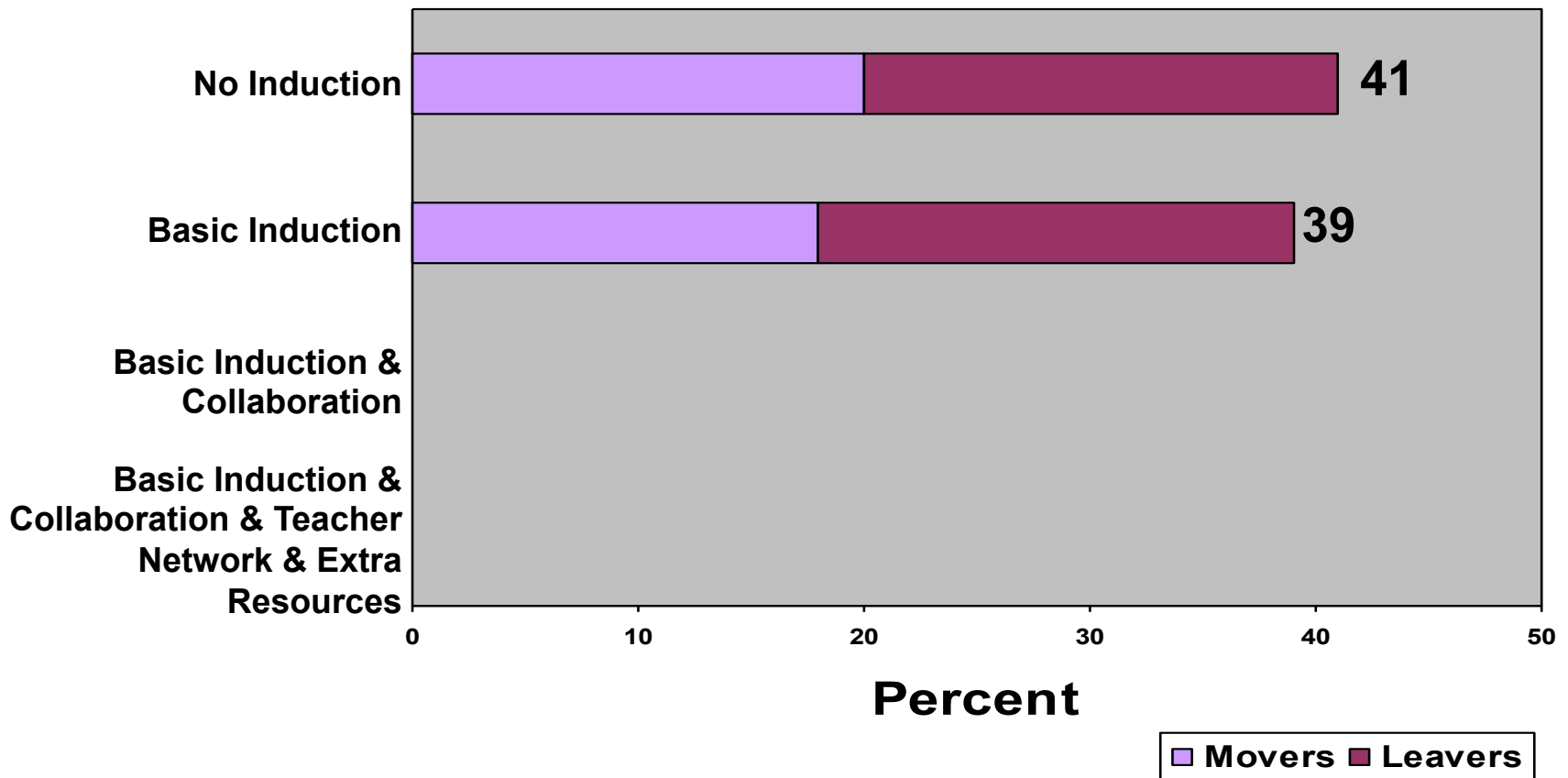
-1% of beginners

-7 components: above 4 & external network; reduced courseload; teacher aide

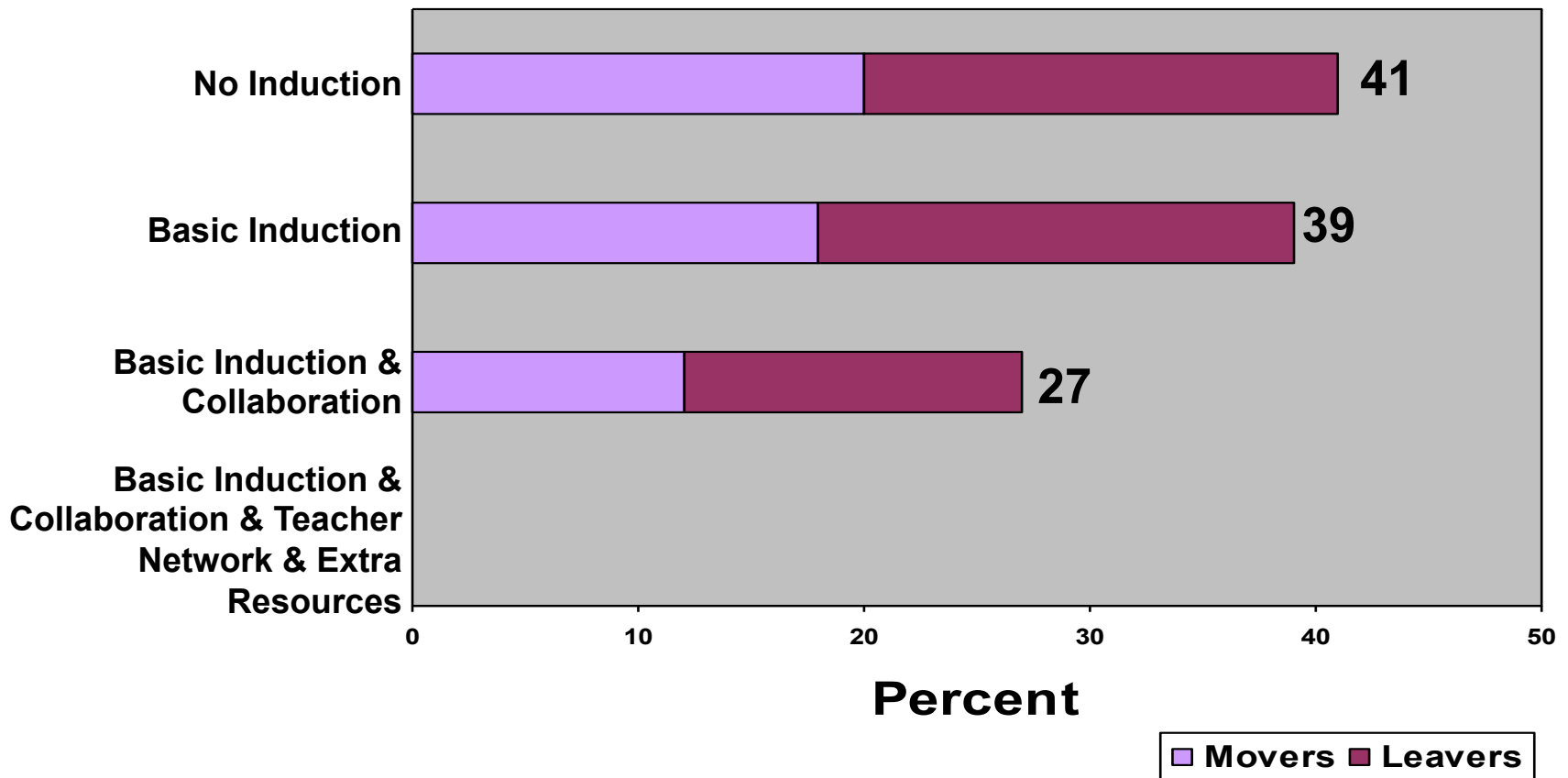
Percent Turnover After First Year of Beginning Teachers, According to Amount of Induction Support They Received (2000-2001)



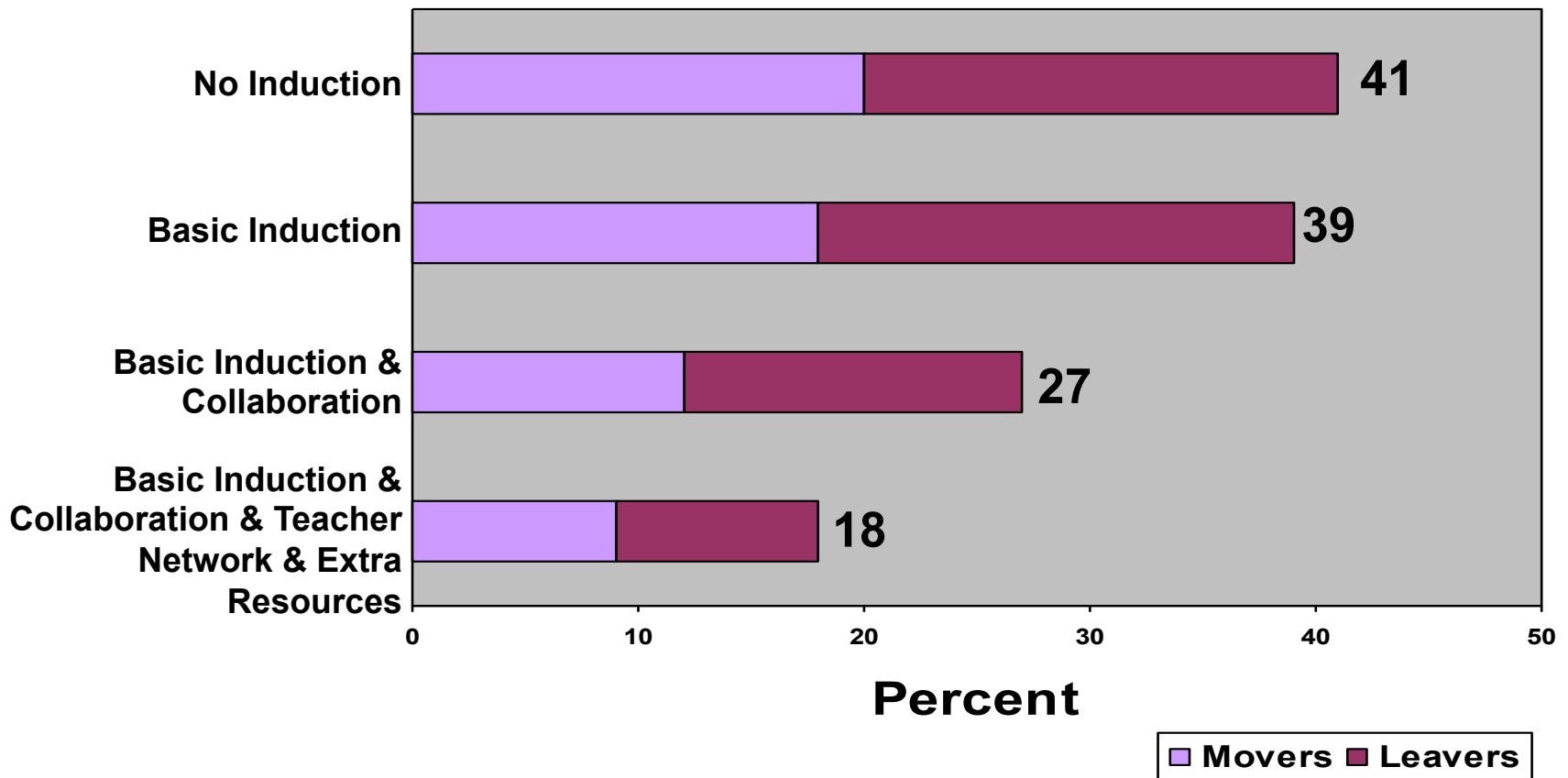
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Induction Components Most Effective in Reducing Turnover

- **Mentor from the same field.**
- **Common planning time with teachers in the same subject or regularly scheduled collaboration with other teachers on instruction.**



For Further Information, Copies of Articles, Reports, etc.:

- www.gse.upenn.edu/faculty/ingersoll.html

- [and a recent book:](#)

[Who Controls Teachers' Work? Power and
Accountability in America's Schools.](#)

from Harvard University Press

www.hup.harvard.edu/catalog/INGWHO.html