

## Message from the Director

Dear Colleagues

Welcome to the fifth annual Illinois New Teacher Collaborative Induction and Mentoring Conference! It is always invigorating to witness the energy and competence of the conference participants. This year we are delighted to introduce the new *Illinois Induction Program Continuum*, a new and vital tool to aid the development and continuous improvement of induction and mentoring programs. The Continuum writing team, made up of various stakeholders across the state, worked very hard in developing this draft. They deserve our congratulations!

The past five years have seen steady growth in the development of and support for induction and mentoring initiatives across the state. Now, as we approach the tipping point toward fully institutionalizing these programs, our state faces a dire financial crisis. So, like a mountain climber on a sheer face, we must focus mightily to “hold on” and “inch upward.”

It is my sincere hope that this conference helps sharpen your focus and strengthen your resolve as we work together to retain and develop new professionals.

All the best!

Dr. Chris Roegge  
Director, Illinois New Teacher Collaborative