

The Growing Need for Beginning Teacher Induction

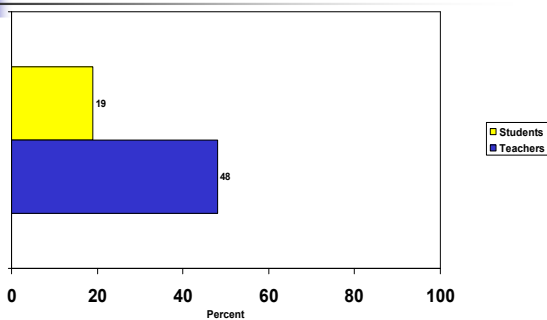
Richard M. Ingersoll
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 University of Pennsylvania
 and
 Consortium for Policy Research in Education

The Source of Data

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

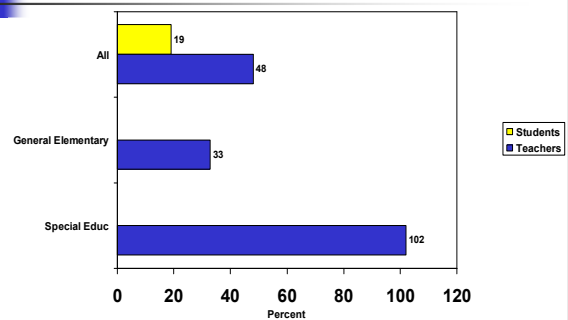
- Conducted by the Census Bureau for the U.S. Department of Education
- 6 Cycles: 1987-1989, 1990-1992, 1993-1995, 1999-2001, 2003-2005, 2007-08
- The largest source of information available on teachers:
 - Sample: 55,000 teachers
12,000 schools
 - Representing all 50 states

Percent Increase in Students and Teachers, from 1987-88 to 2007-08

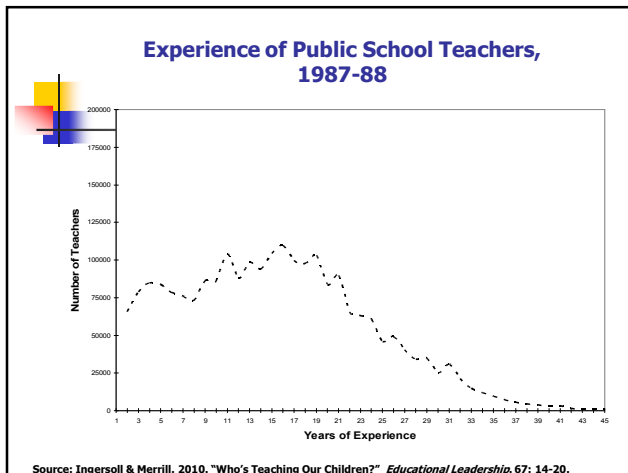
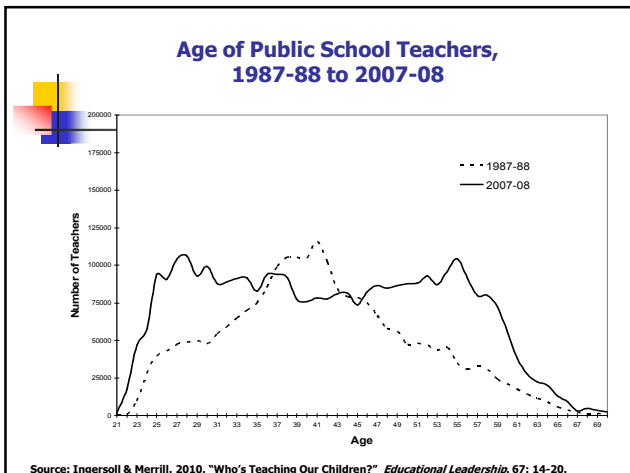
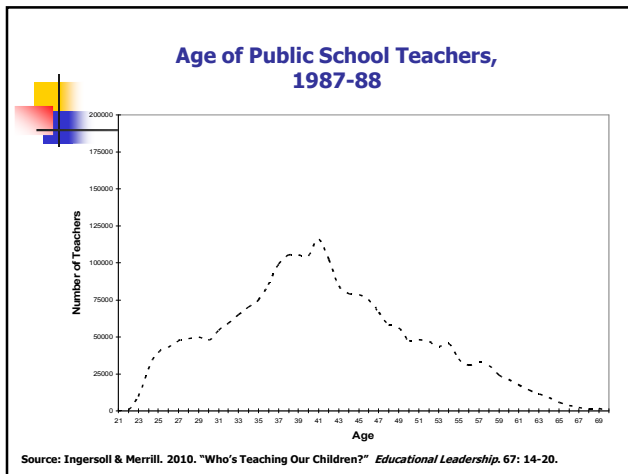
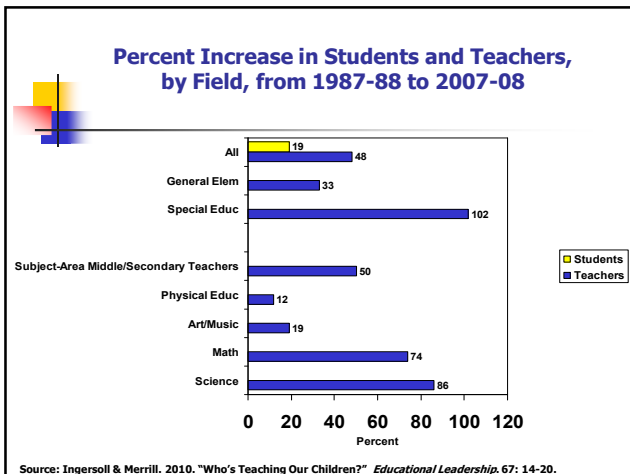


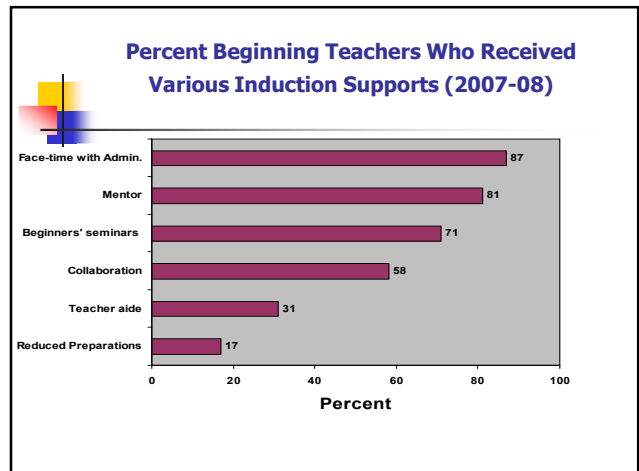
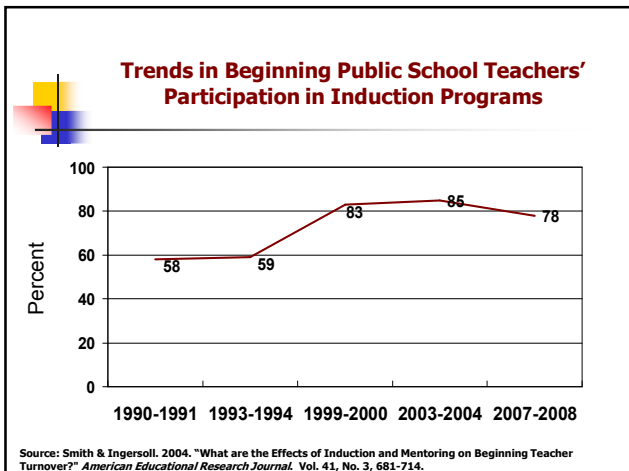
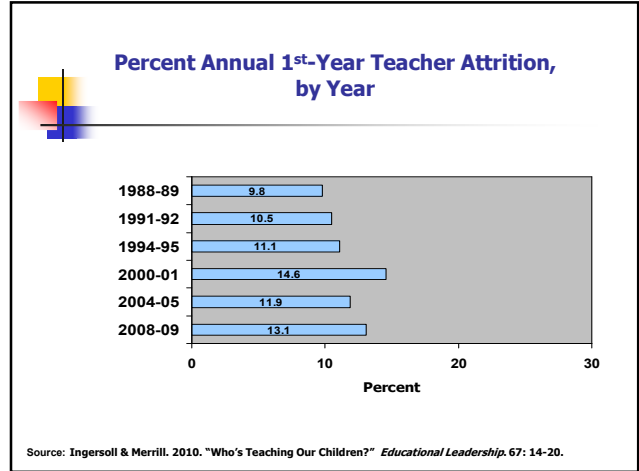
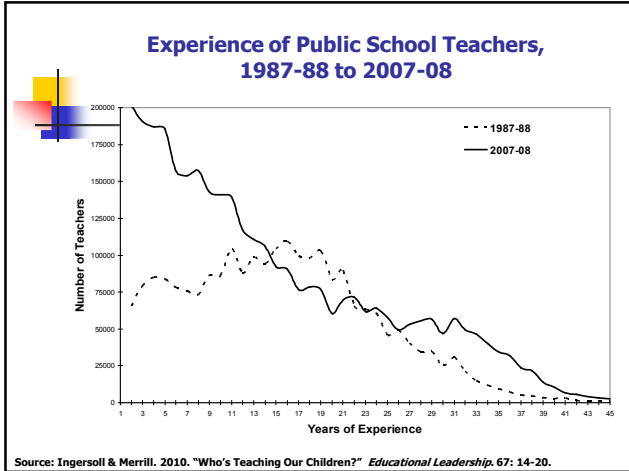
Source: Ingersoll & Merrill. 2010. "Who's Teaching Our Children?" *Educational Leadership*, 67: 14-20.

Percent Increase in Students and Teachers, by Field, from 1987-88 to 2007-08



Source: Ingersoll & Merrill. 2010. "Who's Teaching Our Children?" *Educational Leadership*, 67: 14-20.





3 Induction Packages

"Basic"

- 61% of beginners
- 2 components: mentor and face-time with admin.

"Basic & Collaboration"

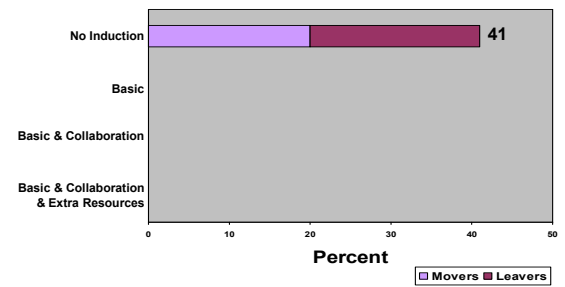
- 29% of beginners
- 4 components: mentor from own field; face-time with admin.; collaboration time; beginners' seminar

"Basic & Collaboration & Extra Resources"

- 2% of beginners
- 6 components: above 4 plus; reduced preparations; teacher aide

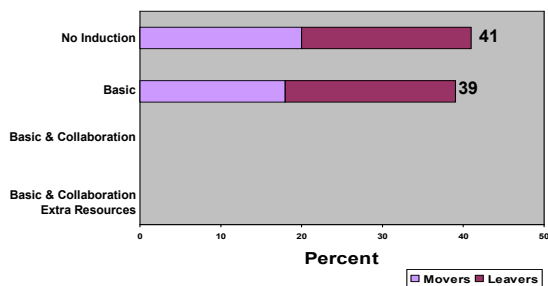
Source: Smith & Ingersoll. 2004. "What are the Effects of Induction and Mentoring on Beginning Teacher Turnover?" *American Educational Research Journal*. Vol. 41, No. 3, 681-714.

Percent Turnover After First Year of Beginning Teachers, According to Amount of Induction Support They Received

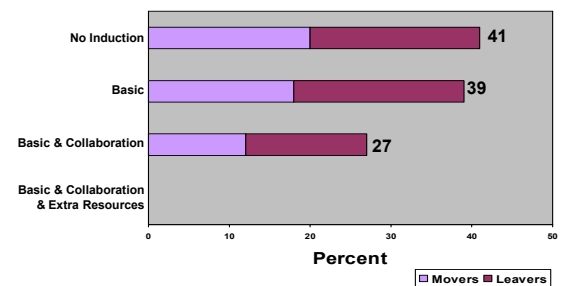


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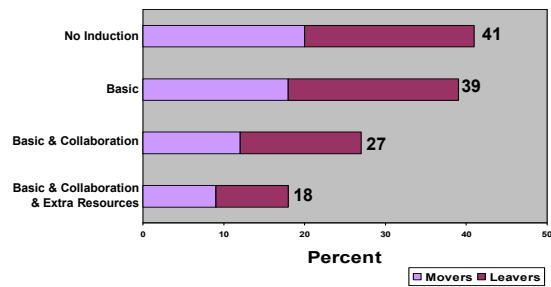
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Supports Most Effective in Reducing Turnover

- 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