Module Home



**Outline­**

**Teacher Induction**:

Providing Comprehensive Training for New Special Educators

* Module Description: This module emphasizes the importance of administrative support for beginning special education teachers. It also demonstrates how teacher support can increase the teacher's effectiveness in the classroom (est. completion time: 1 hour).

Challenge

* Video: I’m Jeff Monroe, Director of Special Education in the…

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Initial Thoughts

* What are some typical challenges faced by new special education teachers?
* What supports can school leaders provide to develop effective and committed special education teachers?

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Perspectives & Resources

* Module Objectives
* Understand the challenges faced by new special education teachers
* Understand what teacher induction is and what school leaders and mentors can do to support new special education teachers
* Be able to describe the components of a comprehensive teacher induction program

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* Page 1: Experiences of New Special Education Teachers
* The first few years of a new teacher’s time in the classroom are unique…
* A steep learning curve [drop-down menu]
* Unrealistic expectations [drop-down menu]
* Barriers to working with students [drop-down menu]
* Obstacles to collaboration [drop-down menu]
* Accountability pressures [drop-down menu]
* Reluctance to seek help [drop-down menu]
* A desire to experience a sense of belonging in their… [drop-down menu]
* Audio: Mary Kate McGinn describes her experiences as a new special…
* Research Shows
* Audio: Margaret Kamman, whose research focuses on new teacher…
* Self-reflection

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* Page 2: What Is Induction?
* To address the challenges faced by new teachers, states and school…
* Components of induction programs might include… [bullet points]
* Comprehensive, high-quality teacher induction can… [bullet points]
* Link: Click to view your state’s induction policy [web page]
* Research Shows
* Audio: Listen as Margaret Kamman discusses the benefits of teacher…
* Did You Know?
  + Link: National Center to Inform Policy and Practice in… [website]

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* Page 3: Goals of a Comprehensive Induction Program
* The goals of a comprehensive induction program are usually decided at…
* Provide supports to help new special education teachers… [bullet points]
  + Link: individualized education programs (IEPs) [definition]
* Facilitate the process of new special education teachers… [bullet points]
* Retain effective special education teachers [bullet points]
* Activity
  + Link: Click for feedback [drop-down menu]

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* Page 4: Components of a Comprehensive Induction Program
* Once school leaders have established goals for their induction…
* This module will highlight one comprehensive framework… [bullet points]

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* Page 5: Good Job Match
* Teaching jobs vary a great deal and each presents a unique set of…
* In considering a good job match, school leaders should… [bullet points]
* Research Shows
* Activity
  + Link: Click for feedback [drop-down menu]

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* Page 6: Relevant Work Orientation
* School leaders can ease new teachers’ nervousness and help prepare…
* All Teachers/Special Education Teachers [table]
* Audio: Margaret Kamman reiterates the importance of a relevant…
* Activity
  + Link: Click for feedback [drop-down menu]

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* Page 7: Supportive School Communities
* Principals are in a unique position to influence many aspects of the…
* They can do this by… [bullet points]
* Such strategies include… [bullet points]
* Audio: Mary Kate McGinn compares her experiences at a school with…
* For Your Information

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* Page 8: Deliberate Role Design
* As mentioned earlier in this module, many new special education…
* Protect Instructional Time
  + Leaders can help new teachers protect… [bullet points]
  + Audio: Mary Kate McGinn describes the difficulty she had…
* Bolster Collaborative Practices
  + Leaders can boost collaborative practices by… [bullet points]
* Make Curriculum and Materials Available
  + School leaders can offer support by… [bullet points]
* Support New Teachers’ Interactions with Paraprofessionals
  + Leaders can assist new teachers in navigating… [bullet points]

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* Page 9: Ongoing Professional Development
* No two special educators will enter the classroom with exactly the same…
* Link: Click for some key topics for professional… [drop-down menu]
* Group Courses
* Group Meetings
* Online
  + No Matter the PD’s format, structure, or content… [bullet points]
  + Audio: Mary Kate McGinn on what she learned after PD.
  + Audio: Margaret Kamman discusses a few best practices…
  + For Your Information
  + Activity
    - Link: Click for feedback [drop-down menu]

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* Page 10: Responsive Mentoring
* Responsive mentoring is a critical feature of induction and is often the…
* Link: Full-Time Mentors [drop-down menu]
* Link: Part-Time Mentors [drop-down menu]
* Link: Group [drop-down menu]
* Link: Electronic [drop-down menu]
* Link: Combination [drop-down menu]
* The Content of Mentoring
  + Instructional Support
    - Co-planning/Modeling/Developing and… [table]
  + Emotional Support
    - Mentors can supply emotional support… [bullet points]
  + School Culture and Procedural Support
    - Mentors can help new special education… [bullet points]
    - Activity
      * Link: Click for feedback [drop-down menu]
* Approaches to Mentoring
  + Reflective Mentoring [drop-down menu]
    - Video: Click to view a demonstration of reflective mentoring.
  + Direct Mentoring [drop-down menu]
    - Video: Click to view a demonstration of direct mentoring.
  + Collaborative Mentoring [drop-down menu]
    - Video: Click to view a demonstration of collaborative…
  + Audio: Kristen Zimmerman, a full-time mentor, describes how she…
  + Audio: Margaret Kamman summarizes key aspects of responsive…

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* Page 11: References & Additional Resources
* Suggested module citation
* References
* Additional Resources
* Page 12: Credits
* Content Experts
* Module Developer
* Module Production Team
* Media

Wrap Up

* Summary of the module
* Revisiting Initial Thoughts

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Assessment

* Take some time now to answer the following questions.

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You Have Completed This Module

* Give Us Your Feedback
  + Link: Module Feedback Form
* Professional Development Hours
  + Link: IRIS PD Options
* Related Resources [link]