

## **Policy Statement**

The Eastern School Board shall deliver an appropriate teacher induction program for its beginning teachers.

## **Rationale**

The Eastern School Board recognizes its responsibility to improve the quality of professional life for its new teachers. Beginning Teachers require both personal and professional supports in the early stages of their careers in order to develop into effective teachers. The development of this policy will encourage and provide both school and district level support.

## **Scope**

The Teacher Induction policy will apply to all beginning teachers with the Eastern School District. A beginning teacher is defined as those teachers contracted for the first time in a permanent or full year replacement contract position.

## **Procedures**

1. The Eastern School District will establish Administrative Regulations that govern the application of this policy. These regulations will ensure that the process is transparent and efficient.
2. The Administrative Regulations will be reviewed by the CEO/Director of Education in collaboration with the Administrative Council.
3. The District shall convene a District Teacher Induction Committee with representation from teachers, administrators and district office personnel.
4. The relationship between the beginning teacher and the teacher mentor is confidential and is not to be used as part of the Professional Appraisal process.
5. The Eastern School District will provide professional development opportunities for beginning teachers as part of annual district professional development planning.
6. The Eastern School District shall provide a Beginning Teacher Institute prior to beginning of each school year.

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*Authority:* Eastern School Board  
*Legal Reference:*  
*Cross Reference:* The Schools Act, 1997

*Date Approved by the Board:* August 17, 2005  
*Date of Amendments:* February 4, 2009