New Teacher Induction

Education Committee Meeting
September 7, 2016
New Teacher Induction

- Pennsylvania Department of Education requirement
  - 24 post-baccalaureate credits
  - Six semesters of teaching
  - Induction program
- Partnership with the Pittsburgh Federation of Teachers
- PPS Teacher Support Liaison
What are the mandatory components of the New Teacher Induction Program?

- New Teacher Orientation
- BloomBoard Micro-Credentials (RISE)
- In-Person opportunities (RISE UP/Content-Focused Sessions)
- QUEST fairs (Educational Research & Dissemination Classes)
- Beyond Diversity
We also provide the following learning supports:

- Professional Learning Communities
- Onsite Professional Development
- Open Classrooms
- New Teacher Workshops
- TeachBack Coaches
2016-17 New School-Based Hires

- As of 8/31/16, PPS has hired 105 school-based professionals
  - 93 teachers:
    - 6 English Language Arts
    - 16 Elementary
    - 4 Math
    - 18 Program for Students with Exceptionalities
  - 7 Science
  - 4 Social Studies
  - 42 Other
  - 8 Counselors/Social Workers
  - 4 Others
To date, PPS has hired 105 school-based professionals

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaskan Native</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Black</td>
<td>13</td>
<td>4</td>
<td>17</td>
</tr>
<tr>
<td>Hispanic</td>
<td>2</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Multi-Racial</td>
<td>2</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>N/A</td>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>White</td>
<td>54</td>
<td>25</td>
<td>79</td>
</tr>
<tr>
<td>Total</td>
<td>73</td>
<td>32</td>
<td>105</td>
</tr>
</tbody>
</table>
District efforts to recruit and hire new teachers

- Employed more targeted recruitment strategies
  - Participated in recruitment events that targeted greater concentrations of teachers of color
  - Established a group of recruitment ambassadors which builds internal capacity for recruitment activities and provides multiple perspectives on the PPS value proposition
- Developed more authentic interview process for early hires, including demo lessons
Opportunities for strengthening recruitment and hiring next year

- Increase PPS participation in diverse recruitment events
- Further leverage recruitment ambassadors and current teachers of color to support recruitment efforts
- Continue to refine mechanisms in the selection process that can increase diversity and effectiveness of new hires
- Continue to expand opportunities for more authentic interview process, including the use of student voice
Moving Forward

- Differentiating Support
- Transitioning work to the schools
- Continue efforts to recruit and hire
Questions?