

## Reach Consensus Upon The Features Desired For Your Induction Program

### Components of an Effective Induction Program

Teacher induction programs include a number of different professional development activities that lead to the retention of more effective, satisfied, and acculturated agricultural education teachers. Induction programs are comprised of a number of key components, each of which is decided upon by program designers and stakeholders. Key components common to many induction programs include:

- administrative support (local school, state agency, universities)
- coaching in reflection
- graduate-level courses for licensure and/or graduate degrees
- marketing and promotion
- orientation materials and activities
- professional development plan
- professional development resource center
- professional development workshops
- program coordinator
- structured mentoring program (Camp and Heath-Camp, 1992)

Applicable core elements for school district-based induction program recommended by the New Teacher Center at UC-Santa Cruz that may inform your induction program include:

- networking and access to training for beginning teachers
- training for teaching diverse students and English language learners
- high expectations for students and entry-level teacher
- adherence and improvement of teaching performance related to the state teaching standards
- mentor selection
- professional development for teacher induction program staff and mentors
- quality mentoring
- ELT, mentor, and induction staff training in data collection and analysis; formative assessment of entry-level teachers; and,
- sufficient time for induction program administrators (Moir, 2005).