

Benefits of strong induction programs

Research increasingly documents the benefits of organized induction programs to new and veteran teachers, principals and students. Studies show that strong induction programs significantly increase the retention rates of new teachers. Overall, new teachers involved in induction are twice as likely to stay in teaching than those not involved. Where induction assistance is most effective there is a 92% lower chance of beginning teachers leaving to go to another school or leaving the profession altogether. Some studies also indicate that beginning teachers involved in induction programs had fewer discipline problems and engaged their students in more complex learning than did their peers who were not provided a comprehensive program.

The benefits of strong induction programs for...

Beginning teachers	Mentor teachers	Principals	Students
Improved knowledge and classroom performance	Renewed commitment to their own teaching and learning	Decrease in student discipline problems	More equitable distribution of learning opportunities
Enhanced competence in managing discipline problems	Renewed commitment to their students' learning	Improved teacher morale and collegiality	More opportunities for racially and ethnically diverse students
Increased awareness of state and local curriculum standards	Renewed commitment to their colleagues' learning	Increased staff stability	Higher learning expectations for all students
Improved ability to relate to parents	Increased job satisfaction	Strengthening of teacher leadership for school improvement	Higher-order instruction and more complex learning tasks for all students
More academically effective use of classroom time	Adoption of school and professional leadership roles	Improvements in student learning	
Enhanced feelings of competency, support and motivation			

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