

Induction Consortium Data: Fall 2021

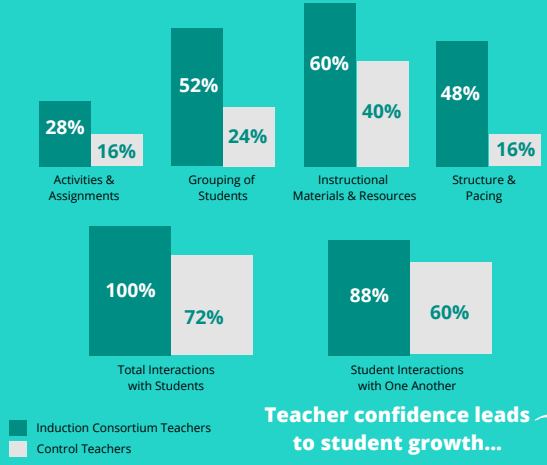
Teacher Instruction

At the end of the year, our beginning teachers were surveyed

94% indicated that they felt quite or extremely confident in implementing effective teaching strategies with every student.

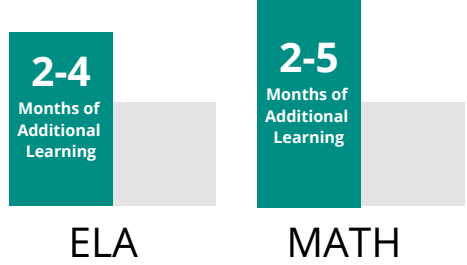
- Each teacher creates goals aligned to their district's instructional framework so all students can meet grade-level expectations.
- Ratings are co-assessed on a 15 point scale between new teacher and coach based on class observation and a research based rubric.
- **On average, teachers grew from a 7.35 to an 11.36**
- These scores indicate growth in not only applying the skills, but integrating the skills into their regular practice.

After two years, teachers in the induction consortium achieved **higher observation scores** on average compared to teachers not involved in this program.



Student Achievement

Results consistently showed students taught by teachers in the induction consortium **learned more** compared to students whose new teacher received traditional support.

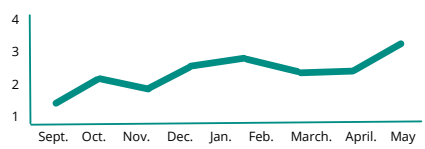


■ Induction Consortium Teachers
■ Control Teachers

*Results from the 2016 i3 research study with New Teacher Center

When our beginning teachers looked at evidence from their classrooms with their induction coach, their self-assessments of student engagement happening in their classroom rose from an average of

2.5 to 3.4
on a 4 point scale.



This accomplishment leads to teacher retention...

Teacher Retention



For many years, the state of Iowa has been able to keep **only 69%** of new teachers for five years.



In induction consortium districts, we've been able to bring that number up to **82%** for five years.

Recruiting, hiring and training replacement teachers costs: **\$4,366-\$10,000** per teacher in rural districts
\$15,325-\$17,872 per teacher in urban districts

Iowa estimated to spend between **\$6.6M - \$14.3M per year.**