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.

Student Achievement

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

<table>
<thead>
<tr>
<th>2-4 Months of Additional Learning</th>
<th>2-5 Months of Additional Learning</th>
</tr>
</thead>
<tbody>
<tr>
<td>ELA</td>
<td>MATH</td>
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</tbody>
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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.