



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING



JENNIFER M. GRANHOLM
GOVERNOR

THOMAS D. WATKINS, JR.
SUPERINTENDENT OF
PUBLIC INSTRUCTION

MEMORANDUM

DATE: December 29, 2003
TO: State Board of Education
FROM: Thomas D. Watkins, Jr., Chairman
Tom Watkins
SUBJECT: Approval of Teacher Induction and Mentoring Program Standards

In 1993, the Michigan Legislature, in Section 526 of PA 335 mandated the New Teacher Induction/Teacher Mentoring Program.

Section 1526 states: "For the first 3 years of his or her employment in classroom teaching, a teacher shall be assigned by the school in which he or she teaches to 1 or more master teachers, or college professors or retired master teachers, who shall act as a mentor or mentors to the teacher. During the 3-year period, the teacher shall also receive intensive professional development induction into teaching, based on a professional development plan that is consistent with the requirements of Section 3a of article II of Act No. 4 of the Public Acts of the Extra Session of 1937, being Section 38.83a of the Michigan Compiled Laws, including classroom management and instructional delivery. During the 3-year period, the intensive professional development induction into teaching shall consist of at least 15 days of professional development, the experiencing of effective practices in university-linked professional development schools and regional seminars conducted by master teachers and other mentors."

In 1994, the Michigan Department of Education began publishing supporting information to meet the needs of local school districts as they implemented this mandate. It soon became evident that a framework for developing teacher induction and mentoring programs was needed to ensure a strong teaching force and to limit the revolving door effect with new teacher employment.

In 2000, a working conference was convened and continued through the spring of 2001 to develop draft standards and benchmarks for the Teacher Induction and Mentoring Programs. The draft standards were disseminated to stakeholders across Michigan, including the Michigan Education Association, Michigan Association of School Administrators, Michigan Association

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of School Boards, Michigan Association of Colleges for Teacher Education, Michigan Association of Teacher Educators, Directors and Representatives of Teacher Education Programs, Michigan Federation of Teachers and School Related Personnel, Michigan Association of Nonpublic Schools, and to other professional organizations. Based on the feedback from members of these associations, a revised draft was created.

In the spring of 2003, educators were invited to attend an informational session presenting the framework for Professional Development at one of eight regional sites across the state to receive updates on the Professional Development Vision and Standards as well as the revised Teacher Induction and Mentoring Program Standards. A notice of the revision and a request for responses were sent to all Michigan teacher preparation institutions, selected educational and professional organizations, all intermediate school districts, and a random sample of local school districts for review and comment. The responses from these informal reviews provided the impetus for revision and refinement of both sets of standards. As presented in Attachment 1, the standards reflect the feedback received. A formal review period began in August for the Teacher Induction and Mentoring Program Standards. Based on the responses from over two hundred reviewers attending the regional meetings and the formal review responses, the standards received overwhelming positive support. Additional information regarding the standards development and review process is provided in Attachment 2.

The proposal was reviewed on November 6, 2003, by the Board-appointed Professional Standards Commission for Teachers and is recommended for adoption by the State Board of Education.

If the Teacher Induction and Mentoring Program Standards are approved, it is proposed that they be disseminated to Michigan districts and educators to guide their choices and shape the design of teacher induction and mentoring programs and professional practices to ensure that during the induction period, new teachers will receive the support necessary to provide a consistent, well informed, and effective teaching force for Michigan students.

It is recommended that the State Board of Education

approve the Teacher Induction and Mentoring Program Standards; and

- 2. direct the Superintendent of Public Instruction to disseminate the Teacher Induction and Mentoring Program Standards to Michigan schools, professional organizations, and other interested parties, as discussed in the Superintendent's memorandum dated December 29, 2003.**

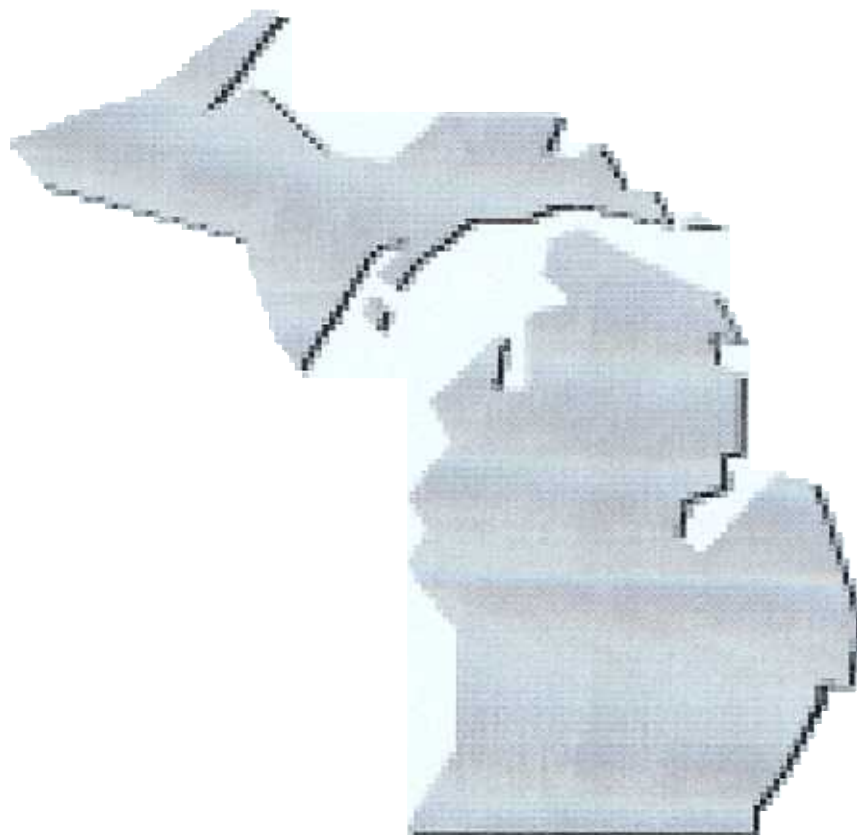
Proposal to the
Michigan State Board of Education
for Teacher Induction
and Mentoring Program Standards

**Teacher Induction
and
Mentoring Program Standards**

Submitted by the
Office of Professional Preparation Services

December 29, 2003

Teacher Induction and Mentoring Program Standards



Adopted by the Michigan State Board of Education
<date>

Teacher Induction and Mentoring Program Standards

Preface

Development of the Proposal

In 1993, the Michigan Legislature, in Section 1526 of PA 335, mandated the New Teacher Induction/Teacher Mentoring Program.

Section 1526 states: *"For the first 3 years of his or her employment in classroom teaching, a teacher shall be assigned by the school in which he or she teaches to 1 or more master teachers, or college professors or retired master teachers, who shall act as a mentor or mentors to the teacher. During the 3-year period, the teacher shall also receive intensive professional development induction into teaching, based on a professional development plan that is consistent with the requirements of Section 3a of article II of Act No. 4 of the Public Acts of the Extra Session of 1937, being Section 38.83a of the Michigan Compiled Laws, including classroom management and instructional delivery. During the 3-year period, the intensive professional development induction into teaching shall consist of at least 15 days of professional development, the experiencing of effective practices in university-linked professional development schools, and regional seminars conducted by master teachers and other mentors."*

In 1994, the Michigan Department of Education began publishing supporting information to meet the needs of local school districts as they implemented this mandate. It soon became evident that a framework for developing teacher induction and mentoring programs was needed to ensure a strong teaching force and to limit the revolving door effect with new teacher employment.

In 2000, a working conference was convened and continued through the spring of 2001 to develop draft standards and benchmarks for the Teacher Induction and Mentoring Programs. These draft standards were disseminated to stakeholders across Michigan for review and comment, including the Michigan Education Association, Michigan Association of School Administrators, Michigan Association of School Boards, Michigan Association of Colleges for Teacher Education, Michigan Association of Teacher Educators, Directors and Representatives of Teacher Education Programs, Michigan Federation of Teachers and School Related Personnel, Michigan Association of Nonpublic Schools, and to other professional organizations. Based on the feedback from members of these associations, a revised draft was created.

In the spring of 2003, educators were invited to attend an informational session presenting the Framework for Professional Development at one of eight regional sites across the state to receive updates on the Professional Development Vision and Standards as well as the revised Teacher Induction and Mentoring Program Standards. A notice of the revisions and a request for response were sent to selected groups/organizations, all Michigan teacher preparation institutions, all intermediate school districts, and a random sample of local school districts. The responses from these informal reviews provided the impetus for revision and refinement of both sets of standards. A formal review period began in August for the Teacher Induction and Mentoring Program Standards. Based on the responses from over two hundred reviewers attending the regional meetings and the formal review responses, the standards received overwhelming positive support. The Professional Standards Commission for Teachers (PSCT) approved the draft on November 6, 2003.

Teacher Induction and Mentoring Standards

Standard 1: The teacher induction and mentoring program is designed and implemented to specifically meet local and state standards for teaching and learning.

The Teacher Induction and Mentoring Program:

- Provides a clearly stated vision, mission, and set of purposes and goals;
- Articulates selection criteria and a support process for mentor teachers;
- Connects the teacher induction and mentoring program, as adopted by a locally agreed upon representative group of stakeholders, with identified local context reflected in the school setting;
- Identifies the roles and responsibilities of participants and stakeholders;
- Focuses on assistance and support of the new teacher;
- Articulates a program that is a multi-year effort and part of a continuum of learning;
- Builds on a vision and philosophy of teacher growth and development that addresses unique teacher needs and learning styles; and
- Focuses on the teaching and learning standards as reflected in Michigan's documents.

Standard 2: Professional development opportunities for new teachers and mentors meet quality professional development standards.

The Teacher Induction and Mentoring Program:

- Focuses teacher's learning toward and supports student learning;
- Offers a variety of effective professional development strategies used to meet a teacher's continuous learning cycle;
- Demonstrates a connection to the best teaching and learning practice and research on effective teacher induction, including a developmental approach to the coaching and support of teachers; and
- Provides an Individual Professional Development Plan through a coordinated record-keeping and accountability system.

Standard 3: Administrative policy is explicit in providing time, equity of responsibility, and personnel to design, implement, and maintain the local teacher induction and mentoring program.

The Teacher Induction and Mentoring Program:

- Implements essential and effective policy and practice at the building and district level to support mentoring and induction programs;
- Provides oversight of adequate time, equitable responsibility, and experienced personnel at the building level to ensure the success of the mentoring program;
- Assures all policies recognize and respect the confidentiality essential to the mentor/mentee relationship.

Standard 4: The teacher induction and mentoring program is comprised of, and functions through, a well-informed community of learners.

The Teacher Induction and Mentoring Program:

- Identifies roles, responsibilities, and expectations of all stakeholders;
Articulates and promotes the benefits of teacher induction and mentoring support to all stakeholders;
- Describes a plan for continuous learning, reflection, and dialogue that occurs throughout the learning community; and
- Provides assurance that all interaction between mentor and new teacher is held in confidence.

Standard 5: Cultural proficiency, which means esteeming cultures, knowing how to learn about individual and organizational culture, and interacting effectively in a variety of cultural environments, is a program component.

The Teacher Induction and Mentoring Program:

- Encourages the adaptation of an individual's values and behaviors and the organization's policies and practices to acknowledge, accept, and respect differences;
Assesses one's own and the organization's (district, school, classroom) culture; and
- Attends to and manages the dynamics of difference.

Standard 6: Initial and ongoing evaluation of the teacher induction and mentoring process is a program component.

The Teacher Induction and Mentoring Program:

- Presents a well-defined evaluation plan inclusive of multiple data types;
- Provides a timeline for preparation and presentation of evaluation reports; and
- Describes the process for gathering, reviewing, and analyzing evaluation data and providing timely program adjustments.

List for Distribution of Draft Standards

Standards Development Committee for Teacher Induction and Mentoring Program Standards

Mr. George Adams	Detroit Public Schools
Ms. Mary Anne Adams	Michigan Education Association
Dr. Steve Barbus	Saginaw Valley State University
Mr. Graydon Blank	Gogebic Intermediate School District
Dr. Wendy Burke	Eastern Michigan University
Dr. Frank Ciloski	Michigan Department of Education
Dr. Amy Colton	Michigan Staff Development Council
Dr. Colleen Conway	Michigan State University
Mr. Anthony Derezinski	Michigan Association of School Boards
Ms. Lois Lofton-Doniver	Michigan Federation of Teachers and School Related Personnel
Ms. Cara A. Elmore	Michigan Education Association
Ms. Patricia Gardner	Detroit Public Schools
Ms. Joan E. Garretson	2000 Michigan Teacher of the Year
Ms. Mary Harberts	Grand Rapids Public Schools
Ms. Monica Harrold	Ann Arbor School District
Dr. Lois Hirst	Northern Michigan University
Ms. Margaret Holtschlag	1999 Michigan Teacher of the Year
Ms. Barbara Johnston	Birmingham Public Schools
Ms. Diane Joslin	Eaton Intermediate School District
Dr. Ghada Khoury	Michigan Department of Education
Dr. Aleatha Kimbrough	Detroit Public Schools
Ms. Helena Lazo	Detroit Public Schools
Ms. Christine Lehman	Lake Orion Public Schools
Ms. Bonnie Lobert	Utica Community Schools
Dr. Carolyn Logan	Michigan Department of Education
Ms. Ilene R. MacDonald	St. Clair County Intermediate School District
Ms. Elizabeth Martin	Dearborn Public Schools
Mr. Douglas McCall	Michigan Association of Secondary School Principals
Mr. Paul Neumann	Gogebic Intermediate School District
Ms. Patricia Wilson O'Leary	Vicksburg Community Schools
Ms. Mary Pizzimenti	Dearborn Public Schools
Ms. Cheryl Poole	Michigan Department of Education
Dr. Bonnie Rockafellow	Michigan Department of Education
Ms. Iris Salters	Michigan Education Association
Ms. Barbara Sansone	Birmingham Public Schools
Dr. Judith Schaftenaar	Middle Cities Education Association
Ms. Lisa Schmidt	Lapeer County Intermediate School District
Ms. Karen Schulte	Ann Arbor Public Schools
Dr. Catherine Smith	Michigan Department of Education
Dr. Jo Ann Snyder	Wayne State University
Ms. Patricia Vandelinder	Detroit Public Schools
Mr. Dick Willobee	Grand Rapids Public Schools
Ms. Susan Wittick	Michigan Department of Education
Ms. Roma Wood	Lake Orion Public Schools

**List for Distribution of Draft Standards
Teacher Induction and Mentoring Program Standards
Educational and Professional Organizations**

Association of Independent Colleges and Universities of Michigan

Directors and Representatives of Teacher Education Programs

Michigan Association of Colleges for Teacher Education

Michigan Association of Middle School Educators

Michigan Association of Nonpublic Schools

Michigan Association of School Administrators

Michigan Association of School Boards

Michigan Association of School Personnel Administrators

Michigan Association of Secondary School Principals

Michigan Association of Teacher Educators

* Michigan Association of Essential Schools

* Michigan Education Association

Michigan Elementary and Middle School Principals Association

* Michigan Federation of Teachers and School Related Personnel

Michigan Staff Development Council

Professional Standards Commission for Teachers

* Indicates submission of a response

**List for Distribution of Draft Standards
Teacher Induction and Mentoring Program Standards
Teacher Preparation Institutions**

- | | |
|-----------------------------------|-------------------------------------|
| Adrian College | * Oakland University |
| Albion College | Olivet College |
| Alma College | Rochester College |
| Andrews University | * Saginaw Valley State University |
| * Aquinas College | Siena Heights University |
| * Baker College | Spring Arbor University |
| Baker College of Jackson | * University of Michigan – Dearborn |
| Baker College of Clinton Township | University of Michigan – Flint |
| Baker College of Auburn Hills | University of Detroit Mercy |
| Baker College of Flint | * University of Michigan |
| Baker College of Cadillac | University of Phoenix |
| Baker College of Muskegon | * Wayne State University |
| Calvin College | Western Michigan University |
| Central Michigan University | |
| Concordia University | |
| Cornerstone University | |
| * Eastern Michigan University | |
| Ferris State University | |
| Finlandia University | |
| Grand Valley State University | |
| Hillsdale College | |
| Hope College | |
| * Kalamazoo College | |
| Lake Superior State University | |
| Madonna University | |
| Marygrove College | |
| * Michigan State University | |
| Michigan Technological University | |
| Northern Michigan University | |

* Indicates submission of a response

**List for Distribution of Draft Standards
Teacher Induction and Mentoring Program Standards
Intermediate School Districts**

- * Allegan County Intermediate School District
- Alpena-Montmorency-Alcona Educational Service District
- Barry Intermediate School District
- * Bay-Arenac Intermediate School District
- * Berrien Intermediate School District
- Branch Intermediate School District
- Calhoun Intermediate School District
- Charlevoix-Emmet Intermediate School District
- Cheboygan-Otsego-Presque Isle Educational Service District
- * Clare-Gladwin Regional Educational Service District
- Clinton County Regional Educational Service Agency
- * C.O.O.R. Intermediate School District
- Copper Country Intermediate School District
- Delta-Schoolcraft Intermediate School District
- Dickinson-Iron Intermediate School District
- Eastern Upper Peninsula Intermediate School District
- Eaton Intermediate School District
- Genesee Intermediate School District
- Gogebic-Ontonagon Intermediate School District
- * Gratiot-Isabella Regional Educational Service District
- Hillsdale Intermediate School District
- Huron Intermediate School District
- * Ingham Intermediate School District
- * Ionia County Intermediate School District
- Iosco Regional Educational Service Agency
- * Jackson Intermediate School District
- Kalamazoo Regional Educational Service Agency
- * Kent Intermediate School District
- Lapeer Intermediate School District
- * Lenawee Intermediate School District
- Lewis Cass Intermediate School District
- * Livingston Educational Service Agency
- * Macomb Intermediate School District
- Manistee Intermediate School District

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- Marquette-Alger Regional Educational Service Agency
- Mason-Lake Intermediate School District
- Mecosta-Osceola Intermediate School District
- Menominee Intermediate School District
- * Midland County Educational Service Agency
- Monroe County Intermediate School District
- Montcalm Area Intermediate School District
- Muskegon Area Intermediate School District
- Newaygo County Regional Educational Service Agency
- * Oakland Intermediate School District
- * Oceana Intermediate School District
- * Ottawa Intermediate School District
- Saginaw Intermediate School District
- Sanilac Intermediate School District
- * Shiawassee Regional Educational Service District
- St. Clair Intermediate School District
- St. Joseph Intermediate School District
- Traverse Bay Area Intermediate School District
- Tuscola Intermediate School District
- * Van Buren Intermediate School District
- Washtenaw Intermediate School District
- * Wayne County Regional Educational Service Agency
- * Wexford-Missaukee Intermediate School District

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**List for Distribution of Draft Standards
Teacher Induction and Mentoring Program Standards
Local School Districts**

Addison Community Schools	Boyne City Public Schools
Alba Public Schools	Brandywine Public Schools
Alcona Community Schools	Breitung Township School District
Armada Area Schools	Britton-Macon Area Schools
Autrain-Onota Public Schools	Buckley Community Schools
Avondale School District	Cadillac Area Public Schools
Baldwin Community Schools	Caledonia Community Schools
Baraga Area Schools	Carman-Ainsworth Community Schools
Battle Creek School District	Carney-Nadeau Public Schools
Bay City Public Schools	Carrollton Public Schools
Beal City Public Schools	Caseville Public Schools
Bedford Public Schools	Cass City Public Schools
Beecher Community Schools	Cassopolis Public Schools
Big Bay de Noc Schools	Central Montcalm Public Schools
Big Jackson School District	Charlevoix Public Schools
Birch Run Area Schools	Clare Public Schools
Bloomfield Hills Public Schools	Clarkston Community Schools
Bloomington Public Schools	Clintondale Community Schools
Bois Blanc Pines School District	Coloma Community Schools

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| Colon Community Schools | Fowler Public Schools |
| * Comstock Public Schools | Fraser Public Schools |
| * Concord Community Schools | Fruitport Community Schools |
| Corunna Public Schools | Garden City Public Schools |
| Crestwood School District | Genesee School District |
| Croswell-Lexington Schools | Gerrish Higgins Schools |
| Dearborn Public Schools | Glenn Public School |
| Delton-Kellogg Schools | Gobles Public Schools |
| Detroit Public Schools | * Godwin Heights Public Schools |
| Dexter Community Schools | Grand Haven Area Public Schools |
| Dollar Bay-Tamarack City Area Schools | Grand Ledge Public Schools |
| East China School District | Grosse Pointe Public Schools |
| East Grand Rapids Public Schools | Hagar Township School District |
| Easton Township School District 6 | Hancock Public Schools |
| Engadine Consolidated Schools | Hanover-Horton Schools |
| Ewart Public Schools | Harbor Beach Community Schools |
| Ewen-Trout Creek Schools | Harbor Springs Public Schools |
| Fenton Area Public Schools | Harrison Community Schools |
| Ferndale School District | Haslett Public Schools |
| Forest Area Community Schools | Hesperia Community Schools |
| Freeland Community School District | Highland Park Schools |

* Indicates submission of a response

Hillman Community Schools	* Leslie Public Schools
Homer Community Schools	Lincoln Park Public Schools
Huron Valley Schools	Linden Community Schools
Hudson Area Schools	Madison Public Schools
Hudsonville Public Schools	Mancelona Public Schools
Imlay City Community Schools	Manistique Area Schools
Inland Lakes Schools	Marcellus Community Schools
Ishpeming School District No. 1	Marion Public Schools
Ithaca Public Schools	* Marshall Public Schools
Jefferson Schools	Mason County Central Schools
Jonesville Community Schools	Meridian Public Schools
Kalamazoo School District	Milan Area Schools
Kaleva Norman Dickson School District	Millington Community Schools
Kalkaska Public Schools	Montabella Community Schools
Kearsley Community Schools	Montague Area Public Schools
Kelloggsville Public Schools	Moran Township School District
Kentwood Public Schools	Morrice Area Schools
L'anse Area Schools	Muskegon Public Schools
L'Anse Creuse Public Schools	Napoleon Community Schools
Lakewood Public Schools	N.I.C.E. Community School District
* Lawton Community Schools	Niles Community School District

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North Dickinson County Schools	Saginaw City School District
* Northville Public Schools	Saranac Community Schools
Onaway Area Schools	Sault Ste. Marie Area Schools
Onsted Community Schools	Schoolcraft Community Schools
Ontonagon Area Schools	Shelby Public Schools
Otsego Public Schools	Sigel Township School District 4
Owendale-Gagetown Area Schools	South Lake Schools
Oxford Area Community Schools	South Redford School District
* Peck Community Schools	Spring Lake Public Schools
Petoskey Public Schools	St. Johns Public Schools
* Pine River Area Schools	St. Joseph Public Schools
Pittsford Area Schools	St. Louis Public Schools
* Port Huron School District	South Haven Public Schools
Potterville Public Schools	Standish-Sterling Community Schools
Quincy Community Schools	Stephenson Area Schools
Ravenna Public Schools	Stockbridge Community Schools
Republic-Michigamme Schools	Sturgis Public Schools
Richmond Community Schools	Summerfield Schools
River Rouge School District	Swan Valley School District
Rockford Public Schools	Swartz Creek Community Schools
Royal Oak Public Schools	Tawas Area Schools

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| Trenton Public Schools | West Branch Rose City Area Schools |
| Troy School District | Westwood Community Schools |
| Vanderbilt Area Schools | White Pine Public Schools |
| Vandercook Lake Schools | Whitefish Township Schools |
| Vassar Public Schools | Williamston Community Schools |
| Verona Mills School District No. 1F | Willow Run Community Schools |
| * Warren Consolidated Schools | Wyoming Public Schools |
| * West Bloomfield School District | |

* Indicates submission of a response

**Teacher Induction and Mentoring Program Standards
Informal Review Responses**

Athens Area Schools
Clinton Township - Chippewa Valley Schools
Coldwater Community Schools
Dearborn Public Schools
Grand Rapids Public Schools
Gull Lake Community Schools
Holt Public Schools
Inkster Public Schools
International Academy of Flint
Lake Shore Public Schools
Lakeview School District
Marshall Public Schools
Mattawan Consolidated Schools
Michigan Department of Education, Special Education and Early Intervention Services
Michigan Department of Education, Office of Professional Preparation Services
Michigan Association of School Psychologists
Michigan Protection and Advocacy Service, Inc.
Morley Stonewood Community School
Mosaica Academy-Saginaw
Newaygo Public Schools
Northview Public Schools
Parchment School District
Plymouth Canton Community Schools
Redford Union Schools
Saginaw Township Community Schools
Saline Area Schools
Southgate Community School District
The Henry Ford Academy
Vestaburg Community Schools
Waldron Living Center
Walled Lake Consolidated Schools
Wayne Westland Community School
Western School District
Woodward Academy-Detroit
Zeeland Public Schools