



Why an Induction Program?

Teachers are the most important school related factor in determining student success. Research suggests that one effective teacher can accelerate students' learning over more than one grade level, while an ineffective teacher can cause students to fall irreparably behind. Strong induction processes should ensure effective teachers stay in the classroom and ineffective teachers are supported to either become effective teachers or are to be counseled out of the classroom. Research supports teacher turnover can be significantly reduced and a focus will be on improving instruction when supported by an intensive, mentor-based induction program (South Carolina Department of Education, 2006).

What is the Teacher Fellows Program?

- An intense year-long residency program
- Focused on new, high-potential teachers who are mission-aligned and show great promise to be ready for a full-time teaching position within a year
- KIPP Teacher Fellows are full-time school-based employees with salary and benefits comparable to first year teachers in Metro Atlanta
- Upon successfully completing the program, Teacher Fellows will be eligible to apply to KIPP Metro Atlanta as a full-time teacher or seek employment in other local public schools

Teacher Fellows Responsibilities

- Assist with planning/implementing lessons through co-teaching and/or small group instruction
- Provide support with student discipline and parent communication
- Assist with tutoring students during and/or after school
- Chaperone/plan local and out-of-state trips
- Assist with bus, lunch, and detention duties
- Teach non-core classes as needed (life skills, enrichment, study skills, electives, interventions, etc.)
- Plan, organize, and/or sponsor extracurricular activities
- Serve as a substitute in the absence of a teacher

Teacher Fellows Professional Development

- Teacher Fellows/Mentor Teacher Retreat
- KIPP School Summit
- Professional Organization Conference
- Regional Content Team meetings
- Monthly TF sessions and instructional rounds (observations)



Teacher Fellows Monthly Professional Development Topics

- Professionalism
- Building Relationships with Students and Families
- Strong Voice
- Positive Framing
- 100%
- Checks for Understanding
- SMART AIMS
- The Teaching Cycle
- Culturally Relevant Pedagogy

Mentor Teachers

- Must have school leader approval/recommendations
- Complete application process (short essay, commitment to training, video analysis and feedback)
- Assist in teacher fellows selection process (phone screening, interview day, on-campus interview)
- Receive \$1000 stipend

Mentor Teacher Professional Development

- Mentor Teacher/Teacher Fellows Retreat
- Instructional Coaching training (monthly)
- Professional Organization Conference (e.g. NCTM, NCTE, NSA)



Budget

Current Model costs approximately
\$495,000 annually

- Program Director and Fellows salaries and benefits
- Travel to KIPP School Summit
- Mentor teacher stipends
- Professional Development
- Instructional Equipment and supplies

\$350,000 annually from Innovation Fund

- Remaining balance funded by private donors and KIPP Metro Atlanta

Our Results

- Classrooms with teacher fellows consistently outscore KIPP Metro ATL, Atlanta Public Schools, Fulton County Schools, and the State
- In her first year of solo , former teacher fellow, Elaine Wu, had the highest performing ELA 7th graders in the entire KIPP network on the Measurement of Academic Progress (MAP)
- Teacher Fellows self-report that they feel that participation in the program adequately prepared them for urban teaching



Questions and Answers

