

COMAL I.S.D. BEGINNING TEACHER PROGRAM REPORT

BUDS IN BLOOM
2007-2011



WHY A BEGINNING TEACHERS' PROGRAM?

- 1. ***Texas Education Code §21.458*** states that public school districts and open enrollment charter schools may assign a qualified mentor teacher to each classroom teacher who has less than two years of teaching experience in a subject area or grade level.
- 2. ***Texas Education Code §13.038 - Teacher Induction***, established in 1991 the requirement for an induction year for all new Texas teachers. It was specified that the induction year contain (1) new teacher orientation and (2) assignment of a mentor for each new teacher.

No funding was appropriated to establish these induction programs and districts were responsible for conducting mentor training out of their own budgets.

THE DATA SHOWS:

BEGINNING TEACHER ATTRITION RATE	AFTER 1ST YEAR	AFTER 5TH YEAR
NATION Leave Profession	25-30 %	50%
STATE OF TEXAS Leave Profession	19%	50%
COMAL ISD Leave District(08-11)	9%	After 4th year 27%

Sources:

Central Bureau of Statistics, Project Lead, Helen Devitt Jones Foundation, The U.S. Department of Labor, *The Qualitative Report*, Comal ISD Human Resources.

MAIN REASON BEGINNING TEACHERS ARE LEAVING

- According to Project Lead, which is funded by Helen Devitt Jones Foundation at Texas Tech University, 50% of outgoing teachers cite a sense of isolation from colleagues and administrators as a main reason for leaving. This finding is consistent with another study conducted by Gonzalas (1995), who also found a major cause of teacher attrition to be lack of positive interaction with colleagues and strong feelings of isolation.
-

THREE MAIN CONCERNS OF CISD BEGINNING TEACHERS

- TIME MANAGEMENT
 - PARENT COMMUNICATION
 - CLASSROOM MANAGEMENT
-

COMAL I.S.D. BEGINNING TEACHER PROGRAM “ BUDS IN BLOOM”

RESOURCES:

- ❑ TEXAS BEGINNING EDUCATOR PROGRAM-TxBESS (TEA)
 - ❑ CLASSROOM ORGANIZATION AND MANAGEMENT PROGRAM-COMP (VANDERBILT UNIVERSTIY)
 - ❑ FIRST YEAR TEACHER AND MENTOR PROGRAM (GINGER TUCKER)
 - ❑ *FIRST DAYS OF SCHOOL-HARRY WONG
*COPY OF BOOK PROVIDED TO EVERY 1ST YEAR TEACHER BY COMAL PUBLIC SCHOOL FOUNDATION
-

TYPES OF SUPPORT PROVIDED:

- ❑ CAMPUS MENTOR SUPPORT
 - ❑ TEAM AND/OR DEPARTMENT SUPPORT
 - ❑ C&I(SPECIALIST/COORD./DIRECTOR) SUPPORT
 - ❑ BEGINNING TEACHER GROUP SUPPORT
-

PROFESSIONAL DEVELOPMENT TOPICS

- SPECIAL PROGRAMS/G.T.
 - TECHNOLOGY
 - STRATEGIES FOR MANAGING A CLASSROOM
 - PARENT CONFERENCES
 - ACCOUNTABILTIY AND INTERPRETING TESTING DATA
 - ONE ON ONE CONCERNS AND DISCUSSIONS.
-

WHAT IS IN THE FUTURE?

- ❑ CISD CURRENTLY HAS 8 FIRST YEAR TEACHERS FOR THE 2011-2012 SCHOOL YEAR.
 - ❑ NEW BRAUNFELS RETIRED TEACHERS ASSOCIATION SUPPORT.
 - ❑ INCREASING OPPORTUNITIES FOR PROFESSIONAL DEVELOPMENT FOR 2ND, 3RD ETC. YEAR TEACHERS.
-

QUESTIONS?

- ❑ If we continue to teach our **present** students how we taught our **past** students we are doing our **future** a disservice.

