

Teacher Induction Program Seminar - TIPS

National Research on How to Retain Teachers

Research regarding solutions to improve teacher retention:

- ❖ Initiate a high quality teacher induction program
- ❖ Adhere to high quality standards for professional development
- ❖ Develop opportunities for teachers to collaborate and reflect on student performance
- ❖ Start a teacher recognition program

Source: American Federation of Teachers

When must teachers attend TIPS?

Teachers who are new to Polk County School District must attend TIPS Professional Learning before they report to work at the school site. The third day of TIPS will be held at the school site as part of the school-based orientation.

Who must attend TIPS?

- ❑ All teachers who are new to the Polk County School District will participate in the Teacher Induction Program Seminar (TIPS)
- ❑ Teachers who do not need to participate in TIPS (unless requested by an administrator):
 - Teachers who retired from PCSB and are returning
 - Teachers who attended TIPS previously
 - Guidance Counselors
 - School Psychologists
 - Social Workers
 - Speech Pathologists
 - Other Support Personnel based on job duties. The determining factor will be: If they will be teaching K-12 students, they will attend TIPS. For example, nurses who are not teaching students will not be required to attend TIPS.
 - Career Center and adult education teachers who are not working towards a state issued temporary or professional teaching certificate
 - Returning from a leave of absence (charter or otherwise) if leave of absence was less than 18 months



How do I register for TIPS?

You will not need to register for TIPS. This is done automatically once hired and the school will notify you of your scheduled TIPS and NEO dates.



Teacher Induction Program Seminar

(TIPS) is designed to give new and returning teachers opportunities to learn and share effective and adaptable strategies, concepts, motivations, management ideas, and other "best practices" to implement as they enter the classroom. Topics include the following:

- Florida Educator Accomplished Practices
- Classroom Management
- Learning Styles
- Standards
- Ethics
- Lesson Planning
- How to begin the first day/week

All teachers attending TIPS training will receive the ***First-Year Teacher's Survival Guide*** By Julia Thompson and ***Seven Simple Secrets: What the Best Teachers Know and Do*** By Annette L. Breaux and Todd Whitaker.

Will I be paid for attending TIPS?

New teachers are paid \$8.50 per hour to attend TIPS training for three days. They also are paid \$8.50 per hour to attend New Employee Orientation (NEO) for one day. Once a new teacher is cleared for hire (completed TIPS and NEO, drug testing and fingerprints cleared, all paperwork complete), he/she is able to report to work and receive his/her daily rate of pay.

What is the difference between TIPS and New Employee Orientation?

TIPS provides educators strategies for effective classroom instruction as well as an introduction to the Polk County School District.

New Employee Orientation provides information that is pertinent to employment such as payroll information, sexual harassment, health issues, etc.

What "Follow-Up" is required for TIPS?

The content of the TIPS Follow-Up consists of reflection questions and feedback from the book *Seven Simple Secrets: What the Best Teachers Know and Do*.

Reflections to questions will be posted online via the school district's BlackBoard website. Completion of the follow-up requirement will be monitored by the TIPS facilitators.