



Martin Luther College New Teacher Induction

Purpose

The New Teacher Induction (NTI) mentoring which covers the first two years of the teacher's ministry, is designed to provide encouragement, support, and advice to the new teacher so the teacher's classroom ministry grows in effectiveness.

Program Administration

Martin Luther College through the position of a continuing education professor is responsible for developing and implementing the mentoring program in consultation with the WELS Commission on Lutheran Schools. The Synod and Conference of Presidents approves the program.

Teacher Induction Mentoring Process

The mentoring process covers the first **two years** of the new teacher's ministry. The process includes the following activities by the mentor:

- Districts New Teacher Seminar where principals, mentors, and new teachers establish their respective duties
- Two classroom observations by the mentor each semester, four per year
- Periodic mentor consults with school administration
- Regular mentor conferences with the new teacher- 120 minutes per month
- Online logs and tools
- Mentor and administrator trainings and periodic NTI forums

Congregation Responsibilities

The new teacher's principal or director will be asked to cooperate with the mentor by providing mentors orientation to the school and its ministry. The new teacher's congregation is to provide financial support for New Teacher Induction. This provides for some of the program's costs such as mentor's training, substitute teachers, and mileage reimbursement.

The invoice for NTI services will be mailed by Martin Luther College in late September and will be due mid-October. Mid-year invoices for December graduates will be sent in late January and will be due the beginning of March.