

August 25, 2004

**AMEND BOARD REPORT 03-1022-PO03  
ADOPT A POLICY FOR NEW TEACHER INDUCTION**

That the Chicago Board of Education adopt amend the policy regarding induction of new teachers in the

Chicago Public Schools.

**PURPOSE:** The New Teacher Induction Policy addresses the need to provide new teacher employees with appropriate support and information to maximize the effectiveness of their teaching performance and, to raise student achievement levels and to increase retention of high quality teachers.

**PRESENT POLICY:** The current policy, Board Report 02-0828-PO1, is being amended.

B. A teacher with one or more years of any previous teaching experience who is new to CPS  
~~and who holds a valid or initial standard or master certificate will participate in orientation~~

attend the CPS GOLDEN Teachers Orientation.

**II. MENTORS AND COACHES PROVIDED TO SUPPORT NEW TEACHERS**

All schools employing new teachers new to teaching are required to have a mentor teacher assigned for first-year teacher support and guidance and a coach for second-year teacher support and guidance, ~~to offer support and guidance to new teacher employees during the first two years of employment. Principals are to assign mentors and coaches via GOLDEN Teachers~~

Online (GTO) and communicate these matches to the mentors, coaches, and to all new teachers  
within two weeks of their employment at the specified school. Mentors and coaches will receive