

## New Teachers Talk about Induction

Transcript

[NewTeacherCenter](#)

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0:01 *(Music)*

0:20 *(Robert Pronovost, Elementary School Teacher)* My name is Robert Pronovost

0:23 *(Children talking)*

0:26 *(Robert Pronovost)* And I am a second grade teacher at Bell Haven. *(Child talking)* I'm in my fourth year, but I still go to my mentor because I feel like the support that I received it's not for my benefit it's for the kid's benefit.

0:39 *(Emily Lagozzino, Elementary School Teacher)* When I look back on the things I really like about my class and the things that work, I almost always trace it back to something that my mentor taught me or a conversation that we had.

0:50 *(Music)*

0:53 My mentor with like a light that help guide me through. I felt like she was giving me that light and then I could give back some of that light and that energy to my students.

1:04 *(Music)*

1:07 *(Kathleen Florita, Elementary School Teacher)* I think that if you can transform a teacher and turn a teacher into an okay teacher to a great teacher that you can affect the lives of multiple children. *("That's really good" whispered to student)*

1:18 *(Lance Fors, Chairman – Silicon Valley Social Venture Fund)* The average new teacher is well-prepared academically, but totally unprepared for classroom management, curriculum development, and interacting one-on-one with the student while maintaining the attention of the other twenty five in the classroom.

1:32 *(Jennifer Bloom, NTC Mentor)* Every profession that I can think about, I'm thinking medicine or law, has a residency, and why don't we invest in teachers in the same way? Why throw them in, say good luck sink or swim?

- 1:45 *(Conversation between two individuals – mentor/mentee)* It's okay to make a mistake and we can rebound after we make a mistake.
- 1:50 *(Teacher talking to a class of students)*
- 1:53 *(Conversation between two individuals – mentor/mentee)* I promise it'll be the same tomorrow you know they love that.
- 1:59 *(Music) (Chicago, Illinois appears on screen)*
- 2:02 *(Alicia Winkler, Chicago Public Schools)* We had turnover that suggested that we might lose three or four out of every five teachers we hired. And so we instituted and piloted The New Teacher Center in one area, and we saw us keeping three or four every five rather than losing three or four of every five.
- 2:20 *(Music) (overlapping voice snippets)*
- 2:24 *(Ellen Moir, Founder & CEO New Teacher Center)* You get a coach, you get someone in your classroom with you, by your side that can give you rich, explicit feedback about what you're doing.
- 2:34 *(Conversation with mentor/mentee)* so it might be something like how my storyboards support English language learners
- 2:39 *(Jennifer Bloom, NTC Mentor)* We talk a lot about how to meet the needs of the English language learners, how to plan a lesson, lot about classroom management, how to ask their supervisors for support or for things that they might need.
- 2:51 *(Jenna Watchel, Elementary School Teacher)* We also sat after school or before school or at recess or at lunch and talked about kids, specific kids, and their specific needs and what I can and should be doing to support them.
- 3:01 *(Conversation with mentor/mentee)* What exactly are the types that output that you'd like to see maybe get some general categories down.
- 3:07 *(Ryan Stewart, NTC Mentor)* My name is Ryan Stewart and I'm a mentor with The New Teacher Center. One of the things with a new teacher, there's a lot that you don't even know who don't know. So, the benefit of having a mentor, somebody who can come into your room, watch you, and point out some of the things that weren't even really on your radar when you started off.

- 3:25 *(Music) (Classroom footage)*
- 3:30 *(Gina Sudaria, Principal – East Palo Alto, CA)* There's no way we will be able to make the advances that we've made in student achievement without the support of the NTC.
- 3:36 *(Jessica Haslam, Elementary School Teacher)* Because I had my New Teacher Center mentor my scores went up, my class is extremely well managed now, and my kids are excited about learning.
- 3:36 *(Teacher interacting with class)* Sweet like the fours.
- 3:48 *(Kathleen Florita, Elementary School Teacher)* My kids knocked this whole CST out of the park this last year, pretty impressive. And as much as I love to take credit for that, I'd have to give most of it to my mentor.
- 3:58 *(Michael Watkins, Superintendent of Schools – Santa Cruz, CA)* I see student engagement like I've never seen in the past. T
- 4:02 *(Conversation with mentor/mentee)* But you have to draw on that you have to know that I totally have that in me, and I can prove it.
- 4:08 *(Amy Keys, NTC Mentor)* I know that I'm making an impact as a mentor when I go into a teacher's room week after week and I see student work that's progressing, and I see students who are interacting with each other and more respectful way, and I watch the room take shape.
- 4:23 *(Music)*
- 4:34 *(Patricia Keele, Elementary School Teacher)* I am absolutely a better teacher because of mentoring. Without a doubt, I would be so lost without my mentor.
- 4:36 *(Teacher interacting with class) (Music)*
- 5:09 When we focus on teachers our students succeed (repeated)
- 5:16 *(Music)*
- 5:19 Having a mentor in my life, changed my life.**
- 5:24 (Credits)**