

TIP Mentor Feedback

2024–25 End-of-Year Survey Executive Summary

Overview

Mentor feedback from the 2024-25 end-of-year survey indicates strong alignment between TIP program structures and the California Induction Program Standards, particularly in the areas of individualized support, reflective practice, instructional growth, and teacher retention. Mentors consistently affirmed that the program’s design supports candidate growth while strengthening mentor practice.

1. Candidate Supports

Alignment: Induction Standard 3 – Mentoring & Support | CSTP-Aligned Growth

Recurring Strengths

- Regular, structured mentor–candidate meetings support ongoing reflection and goal setting aligned to CSTPs.
- Classroom observations followed by focused feedback promote instructional improvement and application of standards-based practices.
- Reflection-based conversations help candidates analyze practice, student learning, and next steps.
- Emotional and professional support reduces isolation and supports persistence through early-career challenges.

Recurring Needs

- Differentiated supports based on candidate experience, credential area, and instructional context.
- Additional time for observation and feedback, identified as one of the most impactful induction supports.
- Streamlined assessment and documentation processes to maintain focus on instructional growth rather than compliance.

2. Mentor Supports

Alignment: Induction Standard 4 – Program Design, Support, and Accountability

Recurring Strengths

- Mentors consistently reported feeling well supported by TIP staff, citing clear communication, responsiveness, and accessibility.
- Structured tools and resources (ILPs, reflection prompts, timelines) support mentors in facilitating standards-based inquiry cycles.
- Opportunities for mentor collaboration strengthen mentoring effectiveness and consistency across sites.
- Mentors reported that TIP participation enhanced their own instructional leadership and coaching skills.

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Recurring Needs

- Ongoing professional learning opportunities, including:
 - Advanced mentoring strategies
 - Subject-specific or context-specific support
- Continued flexibility in meeting formats (virtual/hybrid).
- Clear pacing guidance for documentation and inquiry cycle checkpoints.

3. Program Impact and Retention

Alignment: Induction Standard 5 – Outcomes, Growth, and Retention

Consistent Impact

- Mentors consistently reported that TIP supports measurable growth in candidate confidence and instructional practice.
- The program was repeatedly identified as a key factor in early-career teacher retention.
- Relationship-based mentoring emerged as the most impactful element supporting sustained engagement in the profession.

Retention Trends

- TIP was described as helping mitigate burnout and early attrition.
- Mentors expressed strong commitment to continuing in the mentor role, citing the program's effectiveness and alignment to professional purpose.

Key Alignment Takeaways

- TIP is strongly aligned to Induction Program Standards, particularly in mentoring, individualized support, and growth-focused inquiry.
- The program's emphasis on relationships, reflection, and consistency supports both candidate development and mentor leadership.
- Mentor feedback supports continuous improvement rather than structural redesign.
- Evidence indicates TIP is meeting its intended outcomes for instructional growth and teacher retention.

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What We Heard From You (share in January)

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- **Relationships matter most:** Regular mentor meetings and trust-building were consistently named as the most impactful supports for candidates.
- **Observation + feedback drive growth:** Classroom observations paired with reflective conversations remain a high-value practice.
- **Structure supports success:** ILPs, reflection tools, and clear timelines help mentors and candidates stay focused on growth.
- **Mentoring supports retention:** Mentors shared that TIP plays a key role in reducing burnout and keeping new teachers in the profession.
- **Refine, don't redesign:** Feedback focused on differentiation, flexibility, and streamlining—confirming that core program structures are working.