

A school's staff development program begins at the point of hiring. A new teacher, fresh out of college, comes into a new position scared and unsure of what to do. At this point they are assigned a veteran mentor teacher. This teacher has a mentoring program guide they use with procedures. During the school year this mentor meets with the new teacher regularly. They discuss classroom management, grading, policies, and procedures. The mentor teachers do periodic check-ins to monitor the teacher's progress and assess their needs.

A teacher that is new to a school or school system can also be just as lost and unsure about what to do. These teachers are also guided through the process of learning the procedures of the school. The 1<sup>st</sup> year teachers as well as the teachers new to the school are given a folder when the year begins. In this folder are the teacher's computer logins to programs used in the school. They also have list of testing dates, grading information, and other requirements. This information is used as a guideline to make sure the teachers are on the right path.

The retention of teachers is a major problem in certain school systems. When a teacher leaves a job, it is estimated to cost the school system \$11,000 to replace that teacher (Graziano,2005). Fifteen percent of K-12 teachers either leave their school or leave the profession altogether each year which is cost the school systems tremendously (Graziano,2005). Schools must figure out how to improve retention rates of teachers to give the students the best opportunity of a great education.

Throughout the year all teachers are monitored but especially new teachers. The administration, grade level leaders, and mentors make regular visits to the teacher's classrooms to observe. They then offer assistance where it is needed. They may model classroom procedures or just meet with the teachers about areas of concern or need. The administration will do official observations as well as pop-in walk throughs.

The process of assessing new staff depends on each individual teacher. Administration uses standardized test but that isn't the only method of assessing teachers. How teachers interact with other faculty and how the students react to the teacher is an important measurement of success. As educators, test scores are important but we cannot base failure and success of teacher solely on standardized test scores.

The administration of the school sets the tone for the school's environment. When new teachers come into a school the principal is the first person they see and talk to. The environment the principal creates can determine the success or failure of a new teacher. How they approach issues and areas of concern and also affect the way a teacher feels about their ability to be successful.

Graziano, C. (2005, February 09). Public Education Faces a Crisis in Teacher Retention. Retrieved November 14, 2017, from <https://www.edutopia.org/schools-out>