



MARANATHA CHRISTIAN ACADEMY'S FIRST PROGRAM

A FORUM FOR INDUCTING, RETAINING,
AND SUPPORTING TEACHERS



What are your
challenges or obstacles
with supporting and
training new teachers at
your school?

Why?

40-50% of teachers will leave the classroom within the first 5 years.

Average Years of Experience Among US Teachers

- ▶ **1987-1988** **15 Years**
- ▶ **2011-2012** **5 Years**
- ▶ **2015-2016** **0-3 Years**

Source: Ingersoll, R., Merrill, E., Stuckey, D., & Collins, G. (2018). Seven trends: The Transformation of the teaching force updated October 2018. CPRE Research Reports

Why Are Teachers Leaving the Profession?

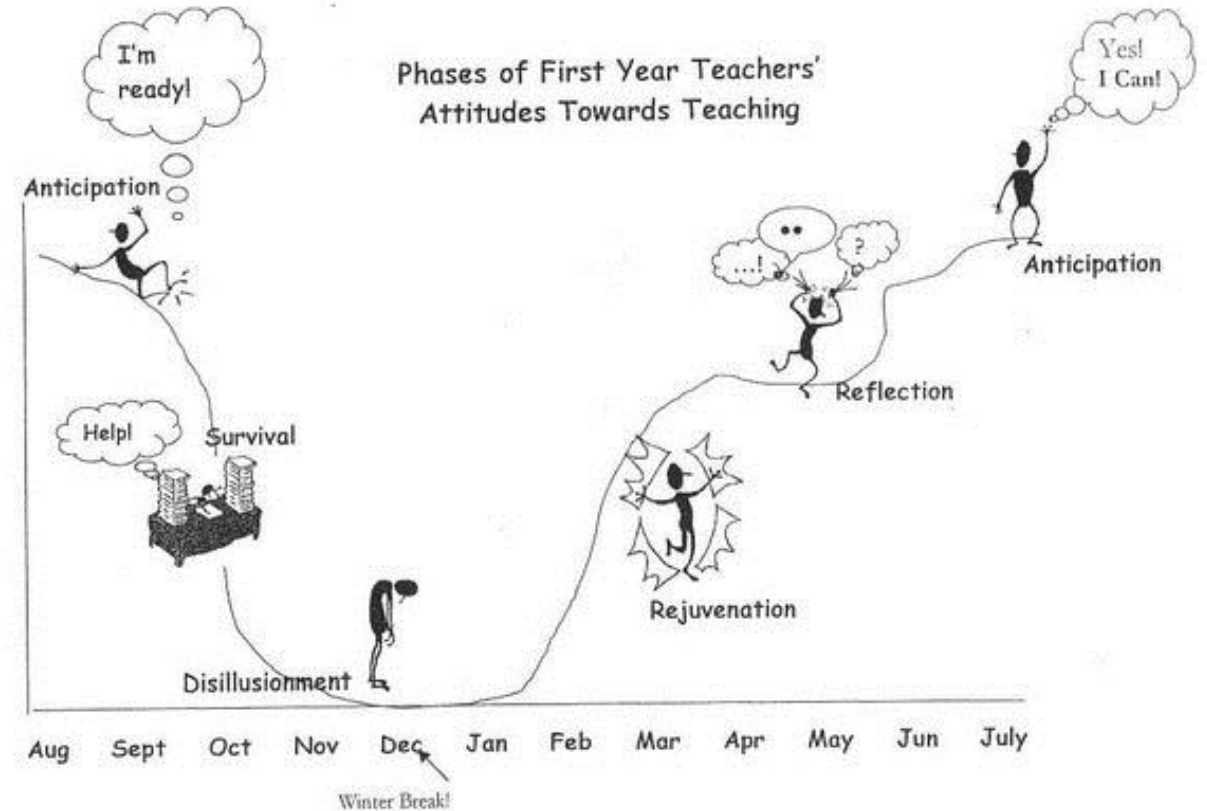
Lack of support

Management Challenges

Isolation

Failure

Disillusionment



MCA's JOURNEY TO CREATING OUR FIRST PROGRAM...

- The question that started it all...

Are our teachers trained and prepared to have an effective parent- teacher conference?

- This led to the discovery of other areas that needed standardization and simplifying for onboarding new teachers.



MCA's Journey Continues

The MCA
Mentor
Program

New Model
of FIRST
Program

MY ROLE AS THE FIRST DIRECTOR

- ▶ FIRST Orientation
- ▶ Support and Training
- ▶ Instructional Coach and Cheerleader
- ▶ Evaluations
- ▶ End Goal=Teachers who are exceptional in the classroom, but who also know our culture, mission, and the mindset of our school.

FIRST Director and Principal Relationship

- Who to choose for the position
- Aligned together
- Delegate
- Follow up

Resources

Bob Pike "Train
the Trainer"

Harry Wong "First
Days of School"

Framework for
Teaching
Danielson (I-
Observation)

The Hattie's List

Incubate to
Innovate

Colleagues &
Administrators

Now What? Let's brainstorm together!

- ▶ What is your biggest obstacle in your school for retaining teachers or having a program like ours?



Question and Answer Time