



Induction Programs in Colorado

2022-2023 School Year

Induction program leaders participate in an annual spring check-in to share successes, needs, and improvements in their programs. This flyer shares some key findings in their responses in the 2022-2023 survey administration, open from April-May 2023. There were 84 responses submitted with 178 approved induction programs in the state, a 47% response rate.

Educators Served

The responding programs indicated that over 6,500 educators participated in induction services in the 2022-2023 school year. Based on these results and the survey response rate, we estimate approximately 10,000 educators participated in induction statewide.

	Teachers	SSP	Principal/Admin
Participated	5611	600	319
Completed*	3252	342	293

**Completion numbers are lower than participation rates due to two and three-year induction programs.*

Program Changes in 2023-2024

30% of induction programs anticipate a change in leadership for 2023-2024, indicating a need for targeted support for new program leaders.

Themes from program updates planned for 2023-2024

- Expanding to a two-year induction program
- More mentor involvement in induction programming
- More support for mentors distributed throughout the school year
- Smaller mentor to inductee ratio
- Affinity groups for teachers of color
- Aligning pre-service, student teaching, induction, and career pathways
- Addition of more feedback opportunities for stakeholders
- Program redesigns to prepare for renewal and better align to the [updated induction program rubrics](#)
- Designing for SSP-specific induction programs
- Pathways for teachers who are new to state or new to district but not new to teaching
- Including a variety of support roles within mentoring hours: administrators, teacher leaders, instructional coaches and mentors
- Clarify the administrator's role in induction
- Differentiated approach to meet inductee needs

Induction Vision

Every new educator, leader and special service provider participates in high-quality induction that supports their transition into the profession and their development as a professional educator committed to student success.

Thank you for your ongoing work to support new educators!



Supports Needed

2022-2023 Participation in CDE induction opportunities

- Support opportunities in 2022-2023 included Mentor PLC, Induction PLC, induction gatherings, webinars, and one-on-one coaching.
- 54% of induction program leaders participated in at least one support opportunity in 2022-2023

Requested Support Formats for 2023-2024

- 73.4% of respondents expressed an interest in participating in a Professional Learning Community for induction providers
- 67.1% of respondents expressed an interest in a speaker series or webinar series focused on induction
- 55.7% of respondents expressed an interest in induction gatherings in an unconference format
- 32.9% of respondents expressed an interest in occasional coaching conversations

Professional Learning Needs for 2023-2024

Requested Topic	Available Options in 2023-2024
Creating induction focused on the needs of Special Service Providers	Webinar series: October webinar will focus on SSP induction.
Focusing on equity, diversity, and inclusion in induction	Induction PLC: Track focused on <i>The PD Book</i> by Elena Aguilar and Lori Cohen
Developing coaching skills	Induction PLC: Track focused on <i>Mentoring Matters</i> by Laura Lipton and Bruce Wellman
Exploring other induction program structures	Induction gathering: Unconference format will focus on sharing program designs and resources
Supporting the social-emotional needs of new educators	Induction PLC: Track focused on <i>The PD Book</i> by Elena Aguilar and Lori Cohen Induction gathering: Unconference format will have a breakout session focused on social-emotional needs
Exploring current research focused on effective induction or mentoring	Induction PLC: Each PLC will open with a “research-minute” sharing recently published research findings
Exploring how to create meaningful professional development opportunities for new educators	Induction PLC: Track focused on <i>The PD Book</i> by Elena Aguilar and Lori Cohen

Sign-Up Today for 2023-2024 Support Opportunities

Information on opportunities available in 2023-2024 including webinars, gatherings, and PLC’s:

- [Resources for Existing Induction Programs](#)
- [2023-2024 Induction Program Opportunity Calendar](#)
- [Induction Opportunities Flowchart](#)

Questions? Please reach out to educator_development@cde.state.co.us