

HOW DO I COMPLETE THE TEACHER INDUCTION PROGRAM?

TIP with Mentor

- Completed required courses for TIP: With a Mentor.
- Formal observations demonstrate growth.
- Teacher is receptive and implements suggestions made by mentor and/or principal.
- After year 2, the mentor and principal agree that the teacher is ready to be exited from the Teacher Induction Program.

TIP: SBS

- Completed required courses for TIP: Site Based Support.
- Formal observations demonstrate satisfactory performance.
- Teacher is receptive and implements suggestions made by principal and peer.
- Teacher should be signed off when the principal feels that the teacher is ready to be exited from the Teacher Induction Program. (This could take more than 1 year).

TIP: ECO (upon approval)

- Completed required courses for TIP: Early Completion Option.
- Formal observations demonstrate satisfactory performance.
- Teacher is receptive and implements suggestions made by principal and peer.
- Teacher should be signed off when the principal feels that the teacher is ready to be exited from the Teacher Induction Program. (This could take more than 1 year).



Hillsborough County
PUBLIC SCHOOLS
Excellence in Education



Teacher Induction Program

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WHAT IS THE TEACHER INDUCTION PROGRAM (TIP)?

ALL new teachers in Hillsborough County Public Schools will be enrolled in the Teacher Induction Program (TIP). TIP is a mandatory two-year induction program that includes structured activities and formal mentoring for teachers without previous teaching experience OR who are new to Hillsborough County Public Schools.

Non-education majors are enrolled in TIP unless s/he joins the district’s Alternative Certification Program (ACP) or Science and Math Accelerated Readiness for Teaching (SMART) Program.

Teacher Induction Program with a Mentor
(TIP: With a Mentor)

This program is designed for teachers without previous teaching experience who are assigned a district mentor. Their TIP is managed by their mentor.

Every first-year teacher will be provided with a mentor for two academic years. Mentors are assigned by the Director of Professional Development and utilize the New Teacher Center Formative Assessment System. Teachers who attend New Teacher Orientation in July will have an opportunity to meet their mentors at that time.

New teachers hired after New Teacher Orientation and prior to the end of the second nine weeks will receive a mentor within 10 working days of their start date. Teachers hired after the second nine weeks will be assigned a mentor at the beginning of the following school year.

Teacher Induction Program with Site Based Support
(TIP: SBS)

This program is designed for teachers with previous teaching experience. Their TIP is managed by the site administrator.

All new Instructional Personnel hired in Hillsborough County in the following categories will automatically be placed into the Teacher Induction Program: Site Based Support:

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|-----------------------------------|-------------------------|
| Voluntary Pre-K Teachers | Adult Ed Teachers |
| Hospital Homebound Teachers | Social Workers |
| Speech/Language Pathologists | Virtual School Teachers |
| Guidance Counselors | Psychologists |
| Resource Teachers | Media Specialists |
| Behavior Specialists | Instructional Coaches |
| Student Intervention Specialists | AIS Teachers |
| Occupational/ Physical Therapists | |

Early Completion Option (TIP: ECO)

If a teacher has 3 or more years of documented successful teaching experience (or had a “break in service”) and is observed to be highly effective in the classroom, the school administrator may choose to recommend the teacher for the Early Completion Option. Once approved, these teachers will complete a modified list of TIP requirements.

WHAT IS REQUIRED OF THE TEACHER INDUCTION PROGRAM?

Professional Development Requirements	
TIP With a Mentor	TIP: SBS
<ul style="list-style-type: none"> • New Teacher Orientation (18 hrs) • Code of Ethics (on-line and face to face) • Crisis Intervention (on-line) • TIP: Powerful Lesson Planning • TIP: CHAMPS (K-6) or • TIP: Discipline in the Secondary Classroom (7-12) • TIP: The Differentiated Classroom • TIP: Higher Order Thinking 	<ul style="list-style-type: none"> • New Teacher Orientation OR EET Rubric Overview * • Code of Ethics * • One Classroom Management course offered in the district (i.e. CHAMPS, Discipline in the Secondary Classroom, PBS) • TIP: 3-Hour Powerful Lesson Planning • TIP: The Differentiated Classroom • TIP: Higher Order Thinking
Content Area Trainings for ALL teachers enrolled in TIP *	
Elementary	Secondary
<ul style="list-style-type: none"> • TIP: Reading 101 & 102 • TIP: Elementary Science • TIP: Math Overview • TIP: K&1 Everyone Writes OR 2-5 The Write Beginning • TIP: Overview of Social Studies Alive <p>For questions related to Elementary Content Area Trainings call 813-272-4455</p>	<p>Secondary New Teacher Content Area Training is offered every August.</p> <p>For questions related to Middle School Content Area Training, call 813-272-4862.</p> <p>For questions related to High School Content Area Training, call 813-272-4451.</p>

* requirement for TIP: ECO