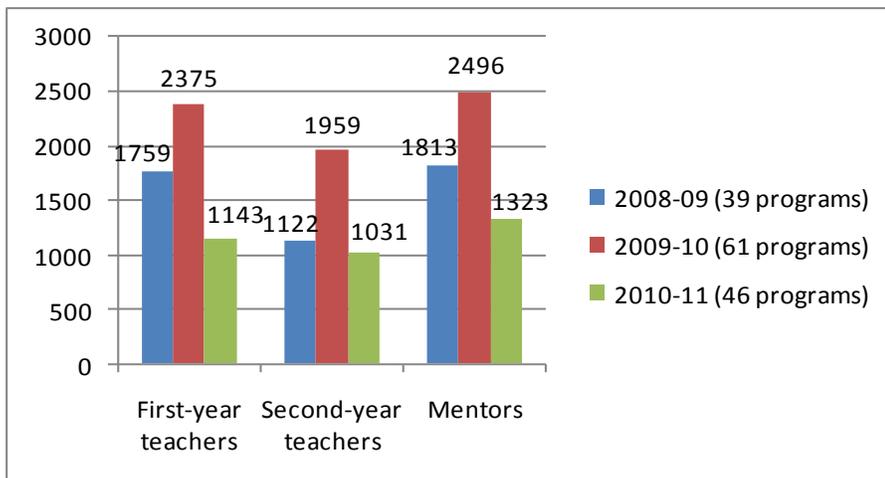


## Budget cuts impact programs' ability to serve new teachers

Although there are currently more funded programs in Illinois than in 2008-09, the number of teachers served has dropped: partly because fewer new teachers were hired, and partly because funding cuts meant that programs were not able to serve all new teachers in each district.



## Induction programs increase teacher retention and quality in Illinois

A survey of ISBE-funded induction programs across Illinois found that:

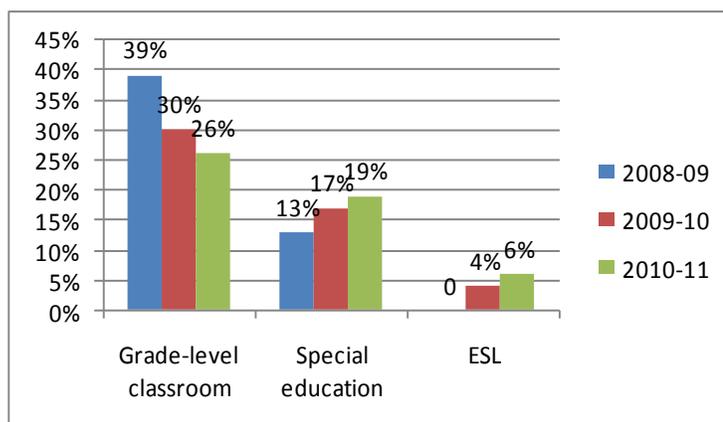
- 79% of new teachers hired in 2009-10 who participated in an induction program remained teaching in their district. Only 65% of those who did not participate remained teaching in their district.
- Only 2% of new teachers hired in 2009-10 who participated in an induction program were asked to leave for poor performance, compared to 12% of those who did not participate.

## New teacher demographics have changed

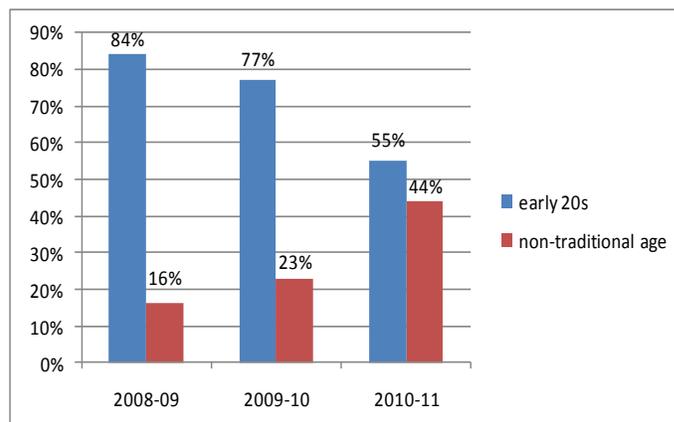
Different teachers have different needs and require different mentoring strategies.

- New teachers are more likely to teach Special Education and English as a Second Language and less likely to be grade-level elementary teachers.
- First-year teachers are more likely to be older.

First-year teacher content area / role



First-year teacher age



The Illinois New Teacher Collaborative (INTC) is at the forefront of providing statewide leadership for promoting new teacher induction and mentoring programs and supplying resources for those who support new teachers. INTC Online offers resources for preservice teachers, new teaching professionals, teacher mentors, K-12 school administrators, service providers, and higher education professionals.