

### **Louisiana's New Teacher Experience (NTE)**

The New Teacher Experience is a comprehensive induction program that will offer multiple services designed to increase teacher effectiveness, enhance skills, and reduce attrition among beginning teachers. The New Teacher Experience will provide both direct supports to teachers and system supports to improve student achievement by improving beginning teacher effectiveness and teacher retention.

### **Overview of NTE Pilot**

The Louisiana Department of Education (LDOE) will support school systems in establishing a comprehensive teacher induction program that can serve as a pathway for novice teachers to experience teacher socialization and collaboration with affinity groups, work with a trained, carefully selected mentor throughout the year, study pedagogical skills and content knowledge, and build confidence in their abilities to instruct students and manage classrooms. This guidance will assist school systems to either develop a new teacher induction program or strengthen an existing induction program.

### **NTE Pilot Logistics**

The NTE Pilot will provide school systems strategies to foster a community of practices and create conditions for effective teaching and learning. In addition, the pilot will support the direct work of principals, mentors, and colleagues with new teachers. Participating school systems will be asked to implement these practices throughout the year and work with the LDOE in fine tuning this guidance. School systems will be asked to participate in monthly webinars for feedback and support. A system level leader will need to be identified as the lead on this pilot. Participating school systems will also be required to document practices and supply data on new teachers throughout the school year.

School systems may be interested in participating in this pilot if they do not have a support program in place for new teachers, or if they have one that they want to modify to include additional best practices. All pilot participants will need to have teachers participate in at least two of the following supports for new teachers:

- Affinity groups that meet virtually every month.
- Professional development modules
  - Content modules will be available bi monthly through online asynchronous content that new teachers will be able to complete independently.
  - Opportunities to practice and apply these concepts will be during in-person, bi monthly follow up sessions.
- Mentoring.

Funding will be provided to support the NTE pilot. Funding may be used for:

- Stipends for Mentors supporting new teachers.
- Funding for Mentor training and credentialing.
- Travel costs for attending in person trainings.
- Completion stipends for participating new teachers.

If interested, school systems should submit an [application](#) by **June 24**. Questions can be emailed to [laurie.carlton@la.gov](mailto:laurie.carlton@la.gov).

