

August 2023 REL Corner: Supporting New Educators

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With the start of a new school year, it is only fitting to feature resources on how education leaders can support new educators so they can start their year off on the best foot. Below we handpicked resources from across the REL program and from other federally funded technical assistance centers on mentorship, new teacher supports, and residencies.

New teacher mentorship and educator residencies

- This [FAQ](#) from REL Pacific, “What are Components of New Teacher Mentor Programs that Support Building an Effective Teacher Workforce?” provides resources on evidence-based approaches to teacher mentoring.
- This [Mentoring and Induction Toolkit](#) from the Center on Great Teachers and Leaders is designed to help state leaders effectively work with districts to design and implement mentoring and induction programs. This toolkit is divided into eight modules by topic for quick searching! Modules include information on recruitment, selection and assignment of mentors, professional learning and development, and the role of principals in mentoring.
- This [descriptive study](#) from REL Central titled, “How Do School Districts Mentor New Teachers?” provides a snapshot of school district policies for mentoring new teachers in five states. State education agencies surveyed nearly 1,000 districts to gather information about mentoring, such as who provides mentoring, how the amount of time changes after the first year, and what barriers districts identify to implementing mentoring programs.
- This [descriptive study](#) from REL Northeast and Islands, “Variation in Mentoring Practices and Retention across New Teacher Demographic Characteristics under a Large Urban District’s New Teacher Mentoring Program,” investigated new teachers' participation in a mentoring

program and how participation in the program related to retention after the first year. The entire study is available online, or for a quicker read, check out the study snapshot and study brief.

- A REL Central [study](#), “Impacts of the Retired Mentors for New Teachers program,” examines a program that uses recently retired, master educators to support newer teachers in high-need elementary schools in one school district. Spoiler: the report states, “at the end of the first year, math achievement was significantly higher among students taught by teachers [who participated in the program] compared to the control group.”
- This [resource](#) from REL Mid-Atlantic, “10 Factors to Consider When Implementing Teacher and Principal Residency Programs,” summarizes key findings of a recent report focused on the implementation of four principal residency programs and four teacher residency programs in Pennsylvania.

Educator supports

- What makes an effective school leader? Find out in this REL Mid-Atlantic [fact sheet](#), which describes the characteristics, behaviors, and skills of high-performing principals. This resource can be shared with district leaders working to develop beginning principals’ leadership and management skills!
- This REL Midwest [documentary](#), “State of Teacher Preparation: Research and Stories from Early Years in the Classroom,” made in partnership with Detroit Public Television, is a 30-minute video program that covers best practices for new teacher preparation and support. In addition to the documentary, there is a documentary viewing guide with discussion questions and an agenda to host an in-person screening event!
- This [blogpost](#) from REL Appalachia titled, “Resources for Local and State Education Leaders to Retain and Grow Excellent Teachers,” addresses why retaining teachers is important, how education leaders can promote teacher well-being and long term solutions for state leaders to consider as they create supportive environments for educators to thrive. There are resources for everyone here!

- This REL Pacific [infographic](#), “How to Grow Teacher Wellbeing in Your Schools,” illustrates why teacher wellbeing matters and how to support it in school. Spoiler: teacher wellbeing is associated with higher rates of teacher commitment, leading to lower rates of burnout and attrition (that is, higher retention!)
- This [infographic](#) from REL Northwest titled, “9 Strategies for Recruiting and Retaining Diverse Teachers,” shows strategies that focus on what schools and districts can do to recruit, select, hire, onboard, and support teachers of color in ways that promote retention. A diverse teacher workforce provides benefits to all students!
- This [video](#) from REL West titled, “Structures to Support Principal Learning,” highlights strategies of talk moves and modeling for principal supervisors and is designed to help state leaders learn from emerging evidence-based research about how to reshape the principal supervisor role to improve principal practice.
- This [video](#) from REL West, “A New Role Emerges for Principal Supervisors: Evidence from Six Districts,” introduces lessons learned from ongoing research under the Principal Supervisor Initiative, a multi-year project engaging six urban school districts in redefining principal supervision to improve instruction in schools. The examples and key takeaways shared in the video are relevant for all schools.
- What do experts say about supporting principals? Check out these [video clips](#) from REL West to learn how research experts address questions around influencing student learning, conditions for principal success, and understanding if professional learning is effective.
- This [FAQ](#) from REL Pacific titled, “What Strategies Support Principals in Becoming Instructional Leaders?” highlights strategies for district leaders to consider when supporting principals, including designing effective professional development opportunities.