



Minister

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Dear Teacher Candidate,

To begin, thank you for choosing teaching and I want to take this opportunity to wish you all the best in your studies. This is an exciting time in Ontario education and your commitment to the system, your profession and Ontario's students is very welcome.

I know how challenging the first months and year as a new teacher can be. That is why I am writing to inform you directly about a new initiative that will support you in your first year of teaching. The New Teacher Induction program for new teachers in Ontario's publicly funded schools was developed with the collaborative effort of our Teacher Development Working Table (made up of representatives from provincial education organizations, including new teachers and teacher candidate representatives) and will provide a second formal step in your professional development.

We are bringing forward legislation this fall to provide for additional elements for a new supportive entry program. If the Legislature agrees, these will include:

- Authorizing the Ontario College of Teachers to issue Certificates of Qualification rather than provisional certificates for all future graduates of Ontario faculties of education and to automatically convert provisional certificates for all current provisional certificate holders;
- Two streamlined, in-class developmental evaluations by principals as a more helpful form of the Teacher Performance Appraisal which will also replace the requirement for a pen and paper test;
- Access to enriched development if necessary;
- A Notation added to your Certificate by the College of Teachers, to reflect successful completion of the New Teacher Induction Program.


In addition, we are immediately providing \$15 million in new funding to school boards so that parts of the program can get underway this semester, including:

- Access to a Mentor in the form of an experienced teacher;
- Dedicated professional development; and
- Effective orientation.

Professional development may vary but will likely include classroom management, parent interaction, special needs and other topics that teachers starting out have indicated would be most valuable as on the job complements to their formal university training.

I hope that you will choose to teach in Ontario's public education system and will take the opportunity to keep informed of developments by joining the Ontario Provincial Education Network (OPEN). To access, please log onto [www.edu.gov.on.ca](http://www.edu.gov.on.ca) and click on 'OPEN'. I would also be grateful to hear from you at [minister@edu.gov.on.ca](mailto:minister@edu.gov.on.ca) with any suggestions you have for improving the education system.

Sincerely,



Gerard Kennedy  
Minister of Education