

Minister

Ministre

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November, 2005

Dear Beginning Teacher,

To begin, please accept my congratulations and thanks for becoming a teacher in publicly funded education in Ontario. 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 to support you as a beginning teacher: the New Teacher Induction program. The 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 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.

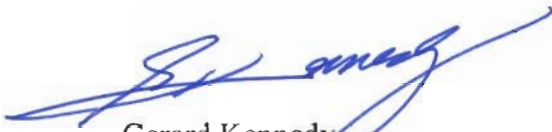
Professional development may vary but will likely include classroom management, parent interaction, special needs and other topics that teachers starting out have indicated would be most valuable as on the job complements to their formal university training.

In addition, 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 and to automatically convert provisional certificates for all provisional certificate holders including 2004-05 faculty of education graduates;
- 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.

Thank you for choosing to teach in Ontario. I hope you 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) on how your initial year and induction program are progressing and any suggestions you have for improving the education system.

Sincerely,

A handwritten signature in blue ink, appearing to read "Gerard Kennedy", written over a light blue rectangular background.

Gerard Kennedy,  
Minister of Education

c: School Principals & Boards