

Revising the Massachusetts Department of Elementary and Secondary Education Induction and Mentoring Survey

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High-Leverage Problem

In 2020, the Massachusetts Department of Elementary and Secondary Education (DESE) created emergency licensure to help address teacher vacancies and shortages in Massachusetts districts and schools. According to DESE, a total of 14,226 emergency licenses have been issued since 2020, and approximately half of emergency-certified teachers are teachers of color.

Alternatively licensed novice teachers like those who are issued emergency licensure or provisional licensure are entering the classroom with limited formal preparation, making induction and mentoring a critical support. They are more likely to turn over than traditionally prepared teachers due to a lack of both preparation and on-the-job support. Induction and mentoring has been found to improve the retention of novice teachers. Districts and schools looking to retain emergency and initially licensed teachers will need to implement differentiated induction and mentoring programs.

DESE currently administers an annual survey on induction and mentoring programming with the goal of gathering induction and mentoring local program information to identify promising practices and needed supports and resources for growth and improvement. With the current increase in emergency and provisionally licensed teachers, it was important to revisit the survey to better understand if it is collecting the right information to support districts and schools.



R1CC Approach

Year 4 continued the discussions initiated at the June 2023 Regional Educator Workforce Workshop, where DESE identified induction and mentoring as a critical strategy in supporting emergency and provisionally licensed educators.

First, Region 1 Comprehensive Center (R1CC) conducted a crosswalk between the existing induction and mentoring, induction and mentoring best practices and evidence-base, and other relevant state and local surveys. R1CC then convened listening sessions with district induction and mentoring leaders to better understand successes, challenges, and technical assistance needs. Finally, R1CC analyzed the state 2021–22 induction and mentoring surveys and state administrative data. This analysis was then compared with the small group listening session findings. Results culminated in the [2022 Massachusetts Statewide Teacher Induction and Mentoring Report](#). The report is designed to help local staff as they work to develop, revise, and implement induction and mentoring programming. R1CC also provided an annotated survey with potential revisions and considerations.

● — ⊙ — ⊙ → Key Milestones

- Collaboratively developed an induction and mentoring program research agenda for Massachusetts.
- Developed a crosswalk of external (state/local) induction and mentoring surveys, current survey constructs, and induction and mentoring best practices.
- Engaged in small group conversations with 40 local induction and mentoring program staff to understand the current state of induction and mentoring in the Commonwealth.
- Developed suggested survey revisions to better capture induction and mentoring information needs.
- Analyzed survey and administrative data to understand induction and mentoring implementation in the Commonwealth.
- Presented data to local induction and mentoring interest holders.
- Developed a [final report on the induction and mentoring survey](#) and shared with district-level staff.

? → Outputs

- Induction and mentoring research agenda.
- Crosswalk of Survey Constructs (DESE and External) and Best Practices.
- Facilitator protocol for small group conversations.
- Annotated annual induction and mentoring survey with suggested revisions.

Outcomes

- DESE staff revised the annual induction and mentoring program survey to understand local program implementation and to gather practices that can help local programs design and revise their programs.
- DESE staff gained understanding of induction and mentoring programming challenges currently faced in the Commonwealth.

“Overall, quality was high. The report that they produced, I shared with my teammates and walking out, they were like, ‘That was really great. That was a great report.’ And we don’t usually say that about external vendors. There were a lot of compliments about the quality of the report and the data analysis and visualizations.”