

First Years of Teaching Support Program

What is the WCE First Years of Teaching Support Program?

In our position at UNCW, with strong regional partnerships which include the WCE and 12 school districts, we continue to work towards retention of new teachers in a more global, systemic approach through the First Years of Teaching Support Program. Our work benefits school districts by providing many *flexible options* that meet individual needs. While the needs and innovation of a district may be unattainable or cost prohibitive, often they can be realized with university support. Our support program is driven by the needs expressed to us by the New Teacher Support Coordinators, teachers in our partnership districts, as well as retention and support research.

What is included in the First Years of Teaching Support Program?

- **Professional Development** on topics of interest to beginning teachers, schools, and districts. Sustained school or district-specific topics such as classroom management, grant resources, differentiation and classroom climate have been requested by several partnership districts and are developed as needed. FYTSP can also provide district support for induction and late hires.
- **FYTSP Online Resources** for teachers and administrators include publications and electronic resources pertinent to beginning teachers, including highlights of best practices and technology tools, as well as an online library of professional development resources.
- The **Promise of Leadership Group** is comprised of new teachers who show leadership and innovation in the classroom. Teachers are nominated by their school system and formally recognized by UNCW for their commitment and expertise with the Promise of Leadership Award. These teachers also have an opportunity to work with a UNCW Master Teacher and provide professional development to other beginning teachers during spring workshop sessions at the Beginning Teacher Professional Development Days.
- The **Beginning Teacher Professional Development Days** provide leadership and learning opportunities for up to 75 beginning teachers from across North Carolina. Three days are planned each school year and breakout sessions are led by UNCW faculty, Promise of Leadership Award recipients, and other partners!
- **Mentor Support** is provided based on the individual needs of districts. In the past, WCE has hosted a mentor conference, district training sessions, webinars, etc.
- **BT Matters**- BT Matters is a customizable beginning teacher support and retention program designed to immerse beginning teachers in the culture of their local community by providing them with a network of community-based support. The program is designed to supplement existing BT support initiatives or serve as a stand-alone support program. BT Matters offers 6 research-based modules whose topics include Classroom Management, Parent Communication, Technology, Workload, Leadership, and Avoiding Burnout.

For more information, please contact Jenn Hatch Knight, Professional Development System Assistant Director, at 910-962-4246 or knightjh@uncw.edu. Register online today: www.uncw.edu/ed/teach1