



Collaboration in an Urban School District

To see how a principal established a safe, caring, and focused environment when students and teachers love to come to school, go to the **Going Beyond** folder for the Chapter 23 or scan the QR Code in the book.

The Islip School District New Teacher Induction Program

In 2000, an astute superintendent plucked a teacher, Linda Lippman, from the classroom and made her Director of Human Resources and empowered her to start a New Teacher Induction Program. (She is now the Assistant Superintendent for Administrative Services.)

The three-year induction program features collaborative study group activities and networking. Study teams focus on skill-building strategies, such as managing classrooms, crafting lesson plans, conducting parent conferences, and implementing cooperative discipline.

The groups constantly work on team-building and problem-solving techniques. They use model lessons and hold sharing sessions in which teachers learn from each other and build respect for one another. Teacher turnover is negligible, and new teachers are immediately ushered into a team culture.

Results of their collaborative work can be seen in the number of students who earned a New York State Regents Diploma. The benefits of the induction program for teachers are evident because the Islip schools have seen a marked improvement in student achievement, which the central office acknowledges is a direct result of improved teacher performance.

The New York Regents exams represent the gold standard in academic achievement. To graduate with a prestigious Regents Diploma, students must take a rigorous academic curriculum and pass five state exams with a score of 65 or better. The Islip Public Schools far exceeds this passing score.

The major focus of the Islip induction program is to immerse new teachers in the district's culture, and to unite them with everyone in the district as a cohesive, supportive, instructional team. New teachers quickly become a part of the district's "family." Induction fosters a sense of belonging among teachers, which in turn fosters a sense of belonging among students.

Today, the induction program has produced a result where

- the new teacher retention rate exceeds 98 percent,
- there is a negligible student dropout rate, and
- 97 percent of students receive the New York State Regents Diploma.

The graduating senior class of the Islip Public Schools exceeds 97 percent of students receiving a Regents Diploma. In addition, 95.9 percent of graduating seniors will continue with post high school education. And *Newsweek* magazine has recognized Islip High School as one of the nation's best high schools.

See the [Islip Induction PowerPoint](#) to find out how it is accomplished.

After the three-year induction program, teachers are granted tenure, introduced to the district staff on the first day of their fourth school year, and receive a standing ovation from the district teachers and administrators welcoming them to a collaborative culture.