
**Supporting the
Empowerment and Well-
Being of First-Year Teachers
through Induction**



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Session objectives:

Participants will . . .

- learn about the **CADRE Project induction program**
- understand how CADRE **contributes to first-year teachers' well-being** by empowering them to navigate high-demand teaching environments
- **apply coaching and mentoring strategies** to their own disciplines and fields



CADRE Project

*Career **A**dvancement and **D**evelopment for
Recruits and **E**xperienced teachers*

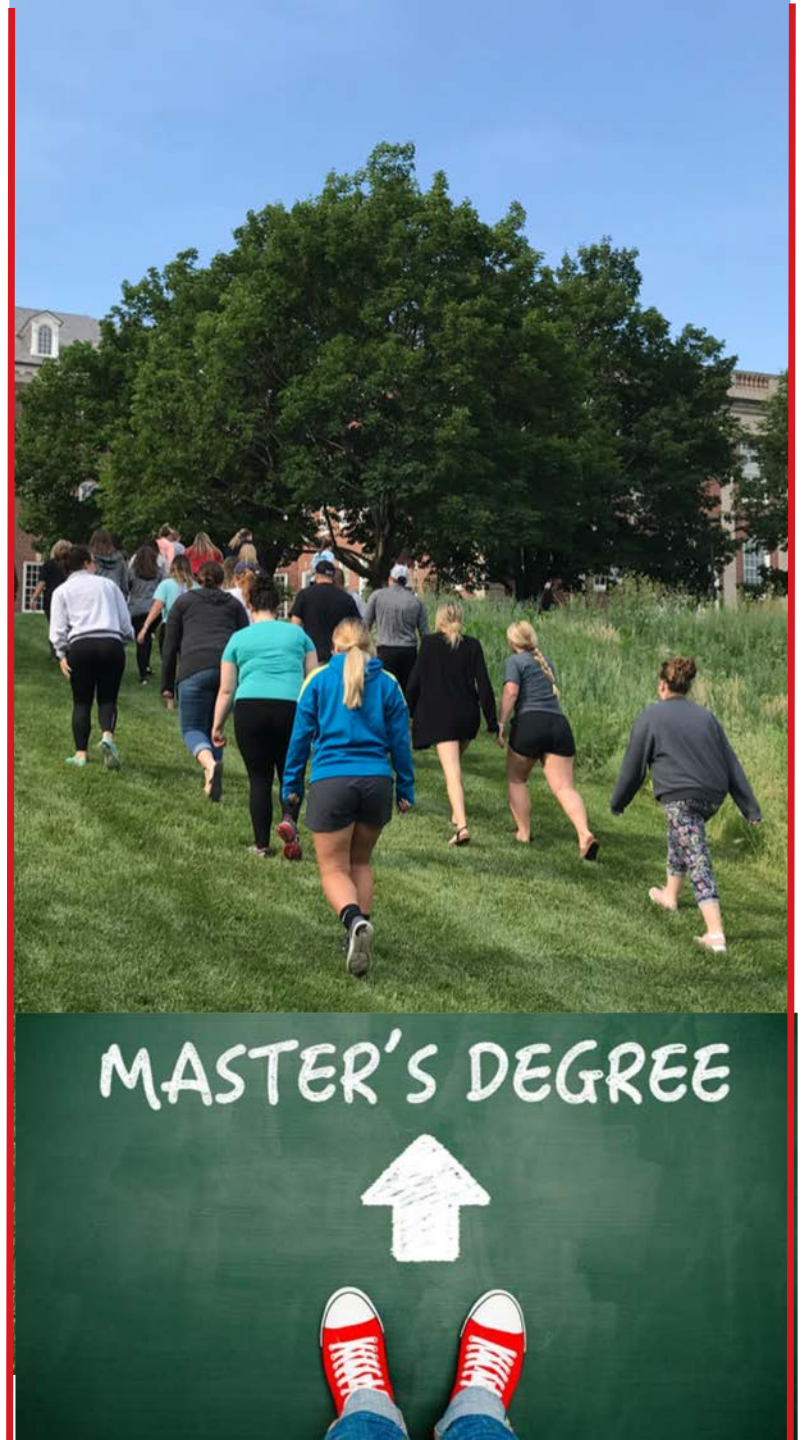
WHaT

WHAT IS CADRE?

*a nationally - recognized
14-month induction
program*
designed for
newly certified teachers



The project provides teachers the opportunity to complete a master's degree program while receiving **support from UNO faculty, CADRE associates, and other first year teachers.**



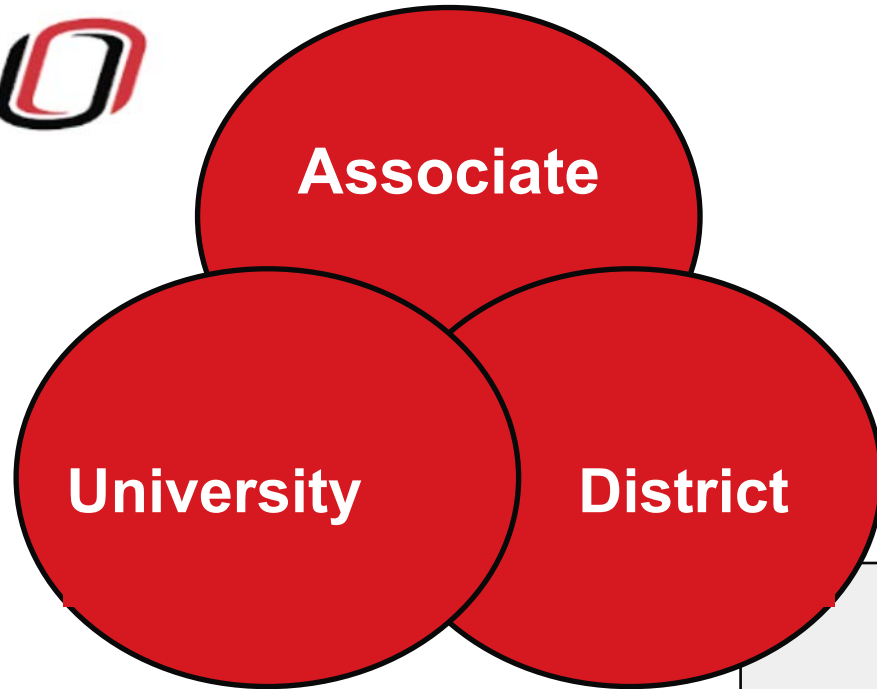


The CADRE Project fosters a **synthesis of theory and practice** and bridges university teacher preparation and professional teacher practice through a **spirit of cooperation and partnership** between districts and the university.



GOALS OF THE CADRE PROJECT

- Provide **entry-year assistance** to beginning teachers utilizing veteran teachers and university faculty
- Attain greater **linkage between** existing teacher **preparation** programs and participating **school districts**
- Provide **incentives for professional growth and career options** to veteran teachers
- Provide **networking opportunities** for teachers, districts, and the university



CADRE ASSOCIATE ROLE

(mentor and coach)

	District	Associate	University
One	25 hours	5 hours	10 hours
Two	20 hours (50%)	10 hours (25%)	10 hours (25%)
Three	15 hours	15 hours	10 hours
Four	10 hours	20 hours	10 hours

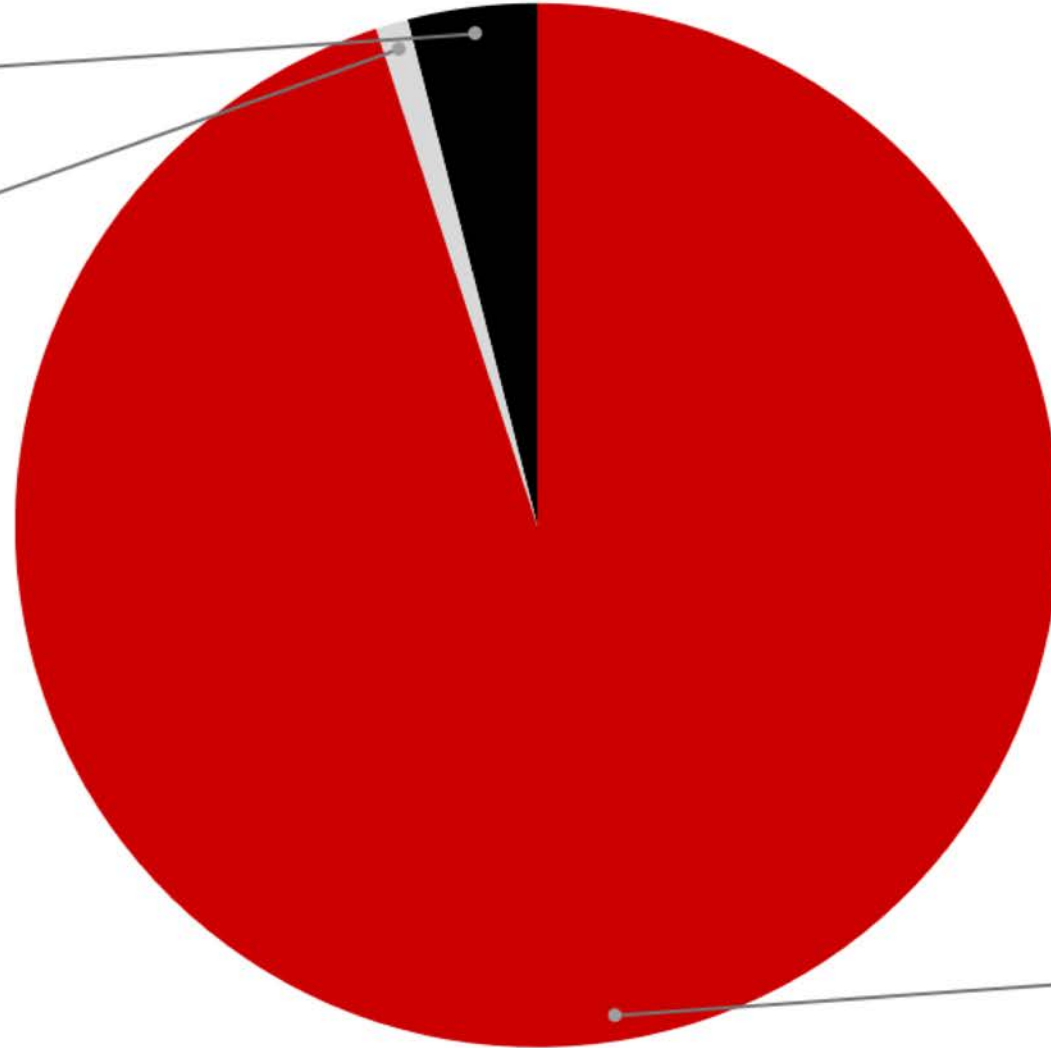
25 Year Retention (17 year average)

Home CEO

4.0%

Corporate Sector

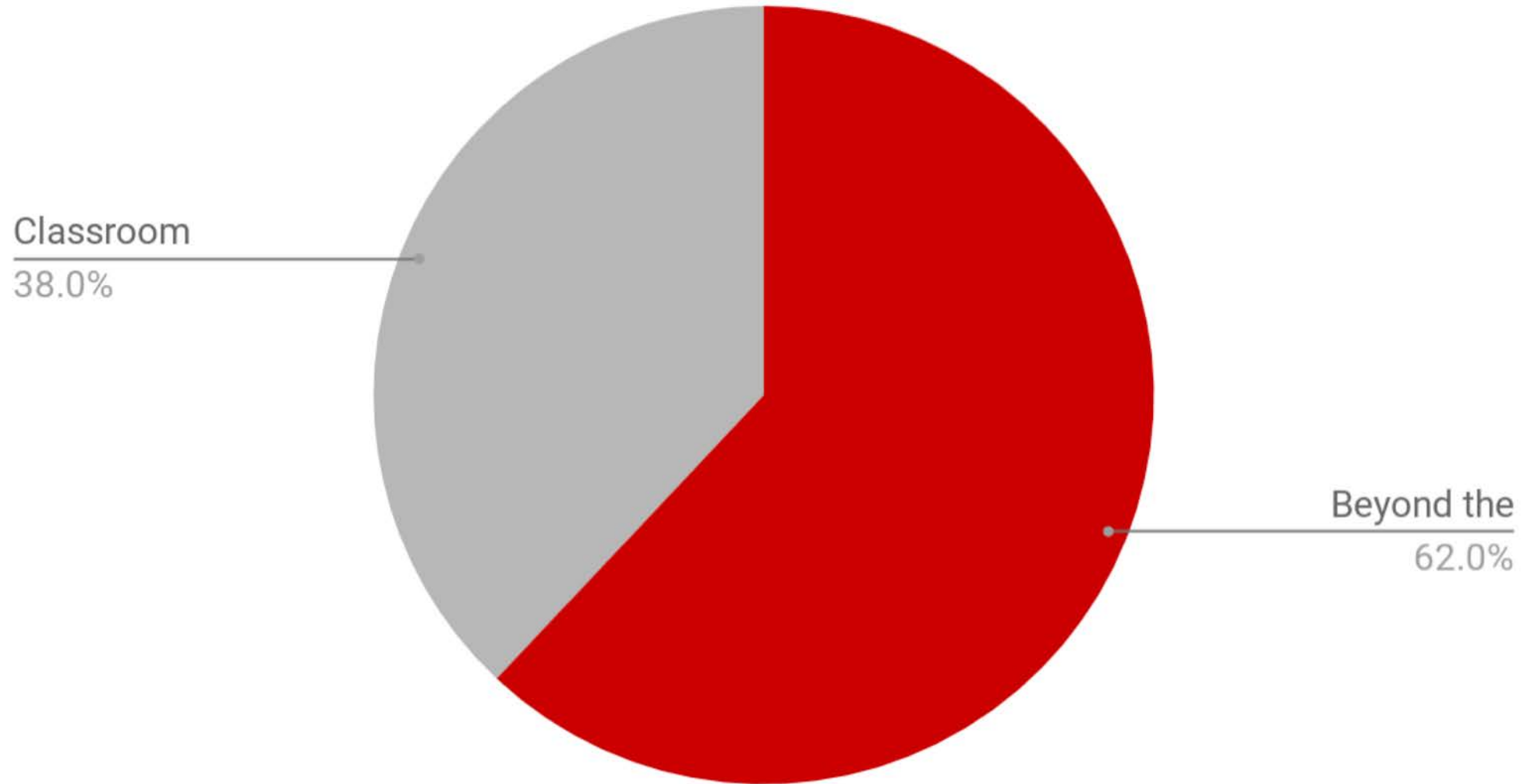
1.0%



Remained in Education

95.0%

Leadership





During summer 2018...

- **675 online surveys** were distributed to past CADRE participants
- **438 participants responded**, yielding a **65%** response rate
- responses **spanned all 25 years** of the program's existence

IMPACT

- 1) What is one word you would use to describe CADRE?
- 2) What impact has CADRE had on your career?

Empowerment (6%)

Teachers have the **autonomy** to make **decisions**, gather resources to foster continuous **growth, collaborate** with colleagues, and **advocate** for students.

44% provided a response we coded as connected to the theme of empowerment

Sub-theme	Abbreviated Definition
Resources (28%)	A stock or supply of materials, staff, and other assets that can be drawn upon to function effectively.
Collaboration (27%)	To jointly work on an activity to produce or create something.
Growth (18%)	To come to know something over time (professional, instructional, and lifelong).
Networking (12%)	The action or process of interacting with others to exchange information and develop professional contacts.
Improvement (9%)	To become better.

CADRE Project **fostered** a growth mindset through *reflection, collaboration, and advocacy.*



Well-being is supported through collaboration with both new and veteran teachers, *lessening isolation, and increasing the tangible and intangible resources available.*

EMPOWERMENT

Resources (28%)

Collaboration (27%)

Growth (18%)

Networking (12%)

Improvement (9%)

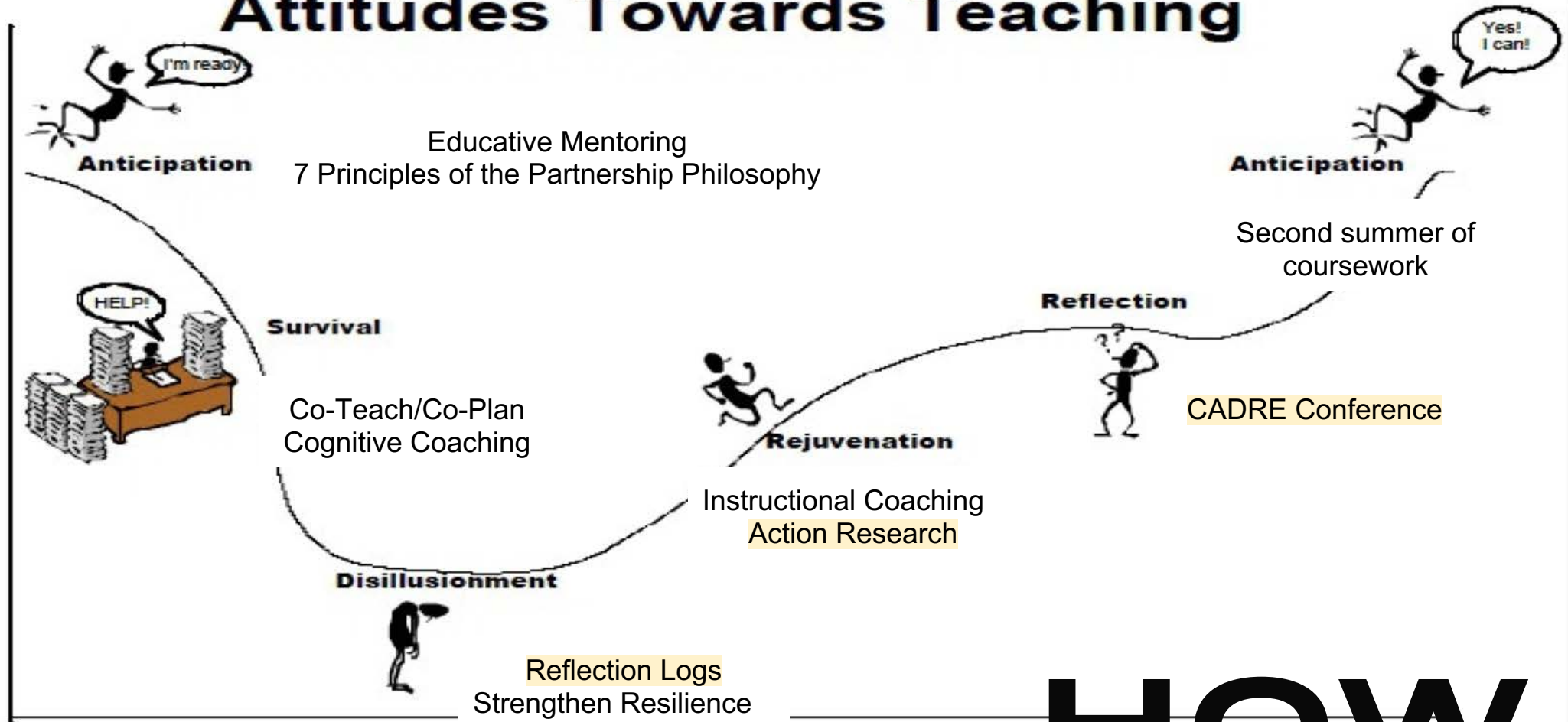




Empowerment



Phases of First Year Teachers' Attitudes Towards Teaching



HOW



Select the target

What area of your teaching do you want to target for improvement?



Narrow the target

*How will your target have instructional consequences for your students?
What is your rationale for instructional impact?*



Hit the bull's eye

What are the steps toward success in reaching your instructional target?



Practice hitting the target

*What evidence/data will be collected? Who will collect / provide the data?
(e.g., principal, mentor, instructional coach, students, parents)*

Reflection Logs

Patterns in reflection log feedback:

1. Teachers valued the conversations
2. Teachers liked consistent feedback
3. Those using it consistently saw more growth in themselves
4. The log offered focus and direction

Reflection Logs

This reflection log has been a guide for us to discuss different strategies, and really supported me in achieving these goals. As my goals move forward onto curriculum based needs in the classroom, I'll be using different data points to pinpoint what my goal should be to best meet the needs of my classroom. My associate and I sit down and pull up my reflection log together, and discuss what's going well, not well, and what steps still need to be taken.

Without my log, I would have been ok with how my students were doing math or at least too scared to try math stations.

I am using data to see the holes that are missing to improve my instruction.

Reflection Logs



Inferencing Skills

The purpose of this study is to determine if inferencing strategies will increase students' ability to inference across all content areas.

Letter-Sound Relationships

The purpose of this study is to determine if daily implementation of word study into guided reading increases students' knowledge of letter-sound relationships in reading and writing.

Math Achievement

The purpose of the study is to see if the use of small group instruction will increase students' math achievement.

Math Fluency

The purpose of this study is to determine if incremental rehearsal will increase students' achievement of multiplication facts and number sense.

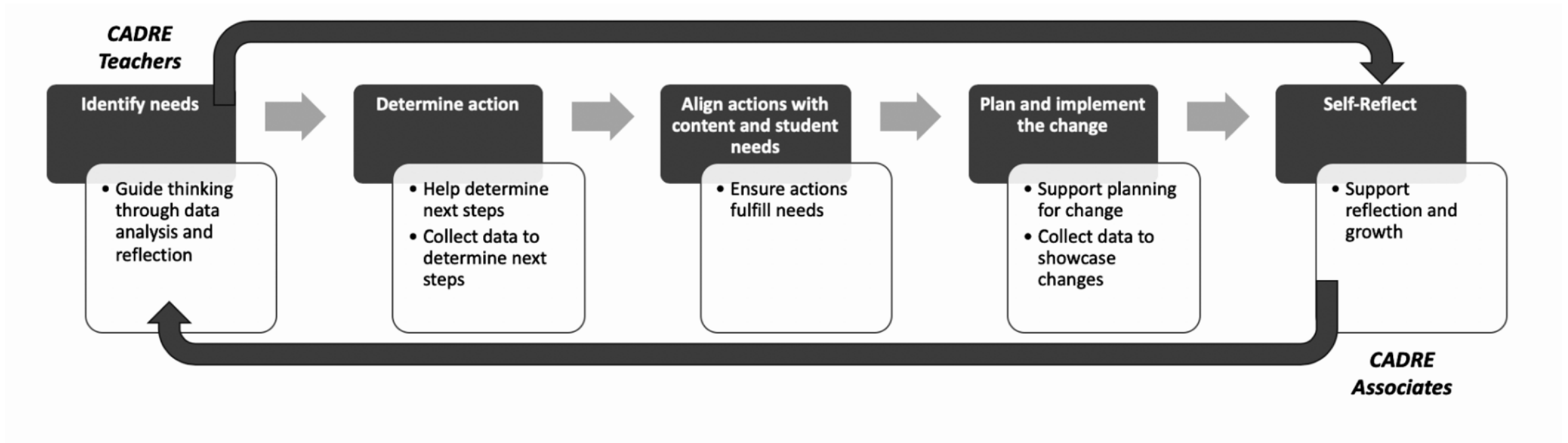
Social Stories

The purpose of this study is to determine if the implementation of social skills training via Social Stories will increase the number of positive social interactions with peers and adults across all school settings.

Social-Emotional Learning

The purpose of this study is to determine if teaching executive functioning strategies and self-regulation skills will improve social-emotional learning and reduce impulsivity and physical aggression.

Action Research



Action Research

See the growth

Celebrate the impact



CADRE Conference



Cohort Support

- Resources
- Collaboration & Networking
- Growth & Improvement

Associate Support

- Resources
- Collaboration & Networking
- Growth & Improvement

District & University

- Resources
- Opportunity

A rising tide lifts all boats
John F. Kennedy



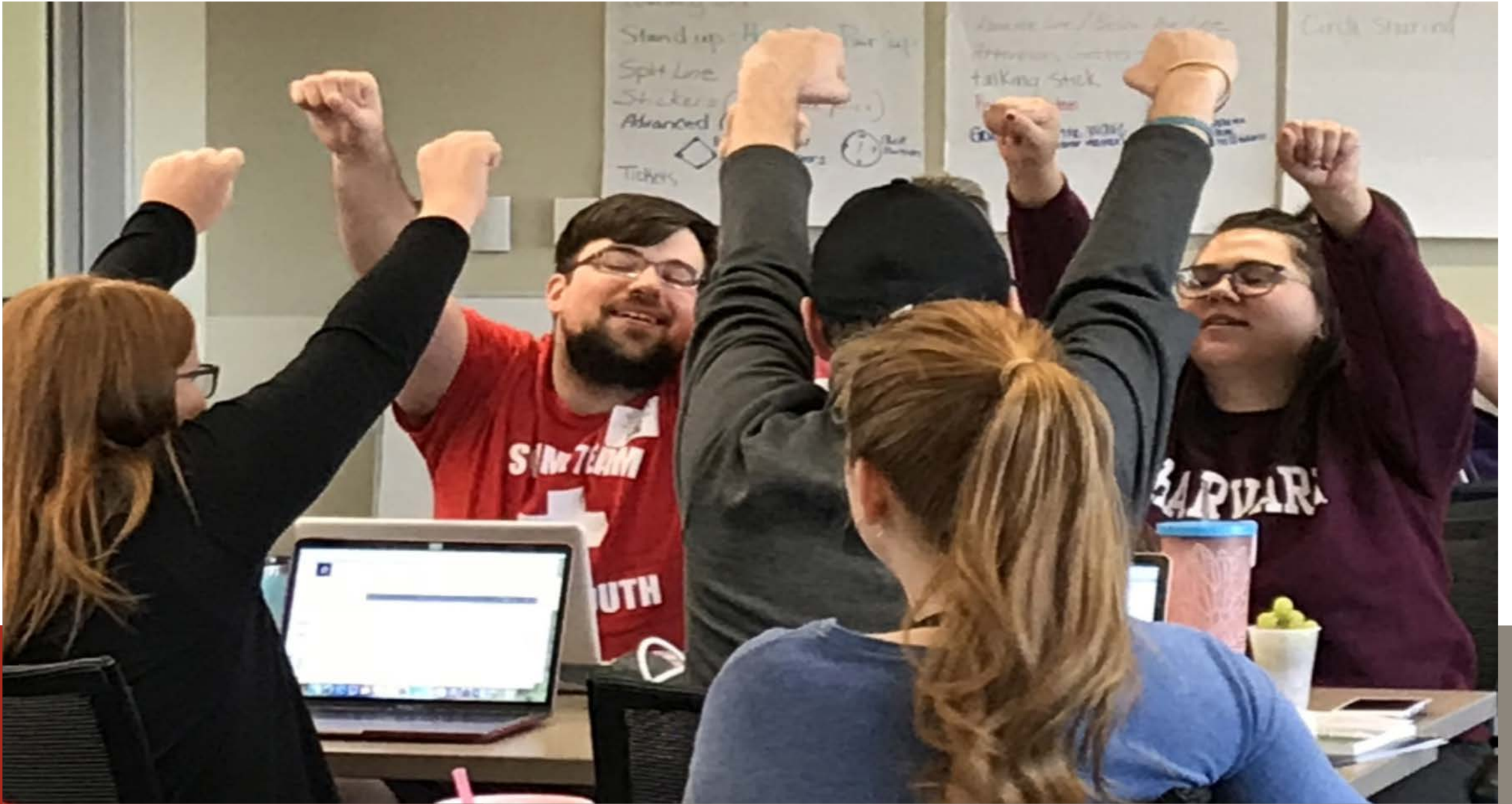
Laugh together



Learn together



Play together



Grow together



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Nebraska
Omaha



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