

Induction Program Tentative Timetable

2009-2010

September	Registration
October	Orientation Seminar
Oct-Nov	First Tutorial Visit
December	Action Research Seminar I
Dec-Jan	Second Tutorial Visit
January	Classroom Project Initiated
February	Action Research Seminar II
Feb-Mar	Third Tutorial Visit
March	Classroom Project Completed Action Research Initiated
April	Pre-Performance Review Seminar
April-May	Fourth Tutorial Visit
May	Action Research Completed
May-June	Final Performance Review
July	Final Performance Review Rating
August	Distribution of Certificate and Awards

*Every Child Deserves a
Great Teacher!*



'Tis education forms the common mind, Just as
the twig is bent, the tree's inclin'd'. - Alexander
Pope

'The principle goal of education in the schools
should be creating men and women who are
capable of doing new things.'
- Jean Piaget

For more information, contact:

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Ministry of Education

PRIMARY SCHOOL INDUCTION PROGRAM for Newly Qualified Teachers

**Teacher
Education
and
Development
Services**

**PROMOTING ACCESS,
ACCOUNTABILITY,
QUALITY ASSURANCE
AND RESEARCH IN
TEACHER EDUCATION!**

Primary School Induction Program for Newly Qualified Teachers (NQTs)

General Information

The Belize Ministry of Education Induction Program for NQTs is a one-year period of professional development for primary school teachers who successfully completed either one of the following:

- An Associate Degree in Primary Education or a Level II Certificate in Teaching from the University of Belize
- An Associate Degree in Primary Education from either Corozal Junior College, Stann Creek Ecumenical Junior College, Sacred Heart Junior College, or St John's College School of Professional Studies.

The Program is designed to provide NQTs with sufficient support and structure to enable them to apply what was learnt during their college based study and to refine it in the specific context of the new teacher's school and classroom.

Upon successfully completing the Program, a teacher will be eligible for remuneration on GOB Teachers' Pay Scale 12. Each successful NQT will also be awarded with forty-five (45) hours of Continuing Professional Development credits that can be used towards maintaining a full teaching license.



Eligibility

To be eligible for the Induction Program, an NQT must be teaching full time in a Belizean government or grant aided primary school. The eligibility of NQTs working in private schools, working part-time or on temporary contracts will be considered on a case-by-case basis. Subject specialists are eligible to register for the Program, but *non-teaching* principals and vice principals are not.

Registration

Any suitably qualified person wishing to register for the Induction Program may do so at their local District Education Centre or at the Teacher Education and Development Services' office by **September 4th, 2009**. Completed registration forms must be accompanied by an official transcript and a certified copy of the NQT's associate degree or diploma. Registration will only be considered complete upon payment of the initial \$150 fee (see below). Fees can be paid at any Government of Belize treasury or sub-treasury office.

Fees

The **non-refundable** fee for the Induction Program is \$600.00. For the 2009-2010 school year, this fee is payable in four installments:

- (1) \$150 on or before October 2nd, 2009
- (2) \$150 on or before December 4th, 2009
- (3) \$150 on or before March 5th, 2010
- (4) \$150 on or before May 7th, 2010

A **\$25 late fee** is applied for any payment made after the aforementioned dates.

Program Requirements

NQTs enrolled in the Induction Program will be required to:

- attend workshops and seminars;
- develop a professional portfolio;
- submit short pieces of reflective writing;
- design and implement an action research;
- complete a classroom project; and
- undertake community service.

Tutors

Each NQT will be assigned a tutor who will visit his/her classroom to offer advice and support at least four times during the school year. These visits will involve the observation of teaching and the monitoring of planning, record keeping and the NQT's progress in meeting program requirements.

Mentor Teachers

After consulting with the Principal, each NQT will be assigned a mentor teacher (a senior colleague/class teacher who has had formal pedagogical training) who will meet with him/her on a regular basis to offer advice and support.

Final Performance Review

The performance of the NQT will be reviewed towards the end of the induction year. A rating of either *Distinction*, *Proficient*, or *Deferred* will be allocated. Any NQT allocated a *Deferred* rating would be allowed re-register for the Induction Program in a subsequent year.