



# South Carolina

## CAROLINA TEACHER INDUCTION PROGRAM

# 98%

### TEACHER RETENTION IN THE PROFESSION

Support received from CarolinaTIP was one of the strongest positive influences on their overall job satisfaction due to the one-on-one emotional and instructional support provided by the Carolina Coach.

**Dr. Cindy Van Buren**  
Assistant Dean for Professional Partnerships  
[vanburen@sc.edu](mailto:vanburen@sc.edu)

**Nicole Skeen**  
University Induction Coordinator  
[skeene@mailbox.sc.edu](mailto:skeene@mailbox.sc.edu)

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The program model of support for induction teachers is designed as a collaboration between South Carolina districts/schools and the teacher preparation programs at the University of South Carolina. Nationally, nearly 30% of teachers don't make it through their first three years of teaching.



### INTRODUCTION

The Carolina Teacher Induction Program (CarolinaTIP) is grounded in the belief that teacher preparation programs and school districts have a shared responsibility in not only the development of preservice teachers, but in the continued support of teachers through their first three years in the classroom. South Carolina school districts and UofSC share a common goal of developing a college and career ready workforce. As such, the need for cooperative development of practitioners capable of facilitating P-12 student learning, programmatic assessment and reflection on the design of preservice education, and the implementation of effective induction experiences serve as the collective impetus behind CarolinaTIP.



### MODEL DESIGN

CarolinaTIP is designed to be a bridge between the university and the classroom; providing support in clinical application of pedagogical theory to the novice teacher with the purpose of positively impacting teacher retention. The university-based induction program provides support that is strategically aligned to the stages of development in new teachers through targeted training sessions, on-site coaching, and personalized, one-on-one mentoring.

CarolinaTIP approaches support from a holistic stance with the aim of growing the comprehensive capacity of new teachers, helping them create a solid professional foundation utilizing emotional support, goals-based coaching, and leadership development. The goal is to help novice teachers develop the tools and capacity to persevere and thrive in the profession and meet the needs of South Carolina's students.

BASED ON 3-YEAR  
EVALUATION DATA:

