**How Do I Complete the Teacher Induction Program?**

**TIP with Mentor**
- Completed required courses for TIP: With a Mentor.
- Formal observations demonstrate growth.
- Teacher is receptive and implements suggestions made by mentor and/or principal.
- **After year 2**, the mentor and principal agree that the teacher is ready to be exited from the Teacher Induction Program.

**TIP: SBS**
- Completed required courses for TIP: Site Based Support.
- Formal observations demonstrate satisfactory performance.
- Teacher is receptive and implements suggestions made by principal and peer.
- Teacher should be signed off when the principal feels that the teacher is ready to be exited from the Teacher Induction Program. (This could take more than 1 year).

**TIP: ECO (upon approval)**
- Completed required courses for TIP: Early Completion Option.
- Formal observations demonstrate satisfactory performance.
- Teacher is receptive and implements suggestions made by principal and peer.
- Teacher should be signed off when the principal feels that the teacher is ready to be exited from the Teacher Induction Program. (This could take more than 1 year).
**What is the Teacher Induction Program (TIP)?**

All new teachers in Hillsborough County Public Schools will be enrolled in the Teacher Induction Program (TIP). TIP is a mandatory two-year induction program that includes structured activities and formal mentoring for teachers without previous teaching experience OR who are new to Hillsborough County Public Schools.

Non-education majors are enrolled in TIP unless s/he joins the district’s Alternative Certification Program (ACP) or Science and Math Accelerated Readiness for Teaching (SMART) Program.

**Teacher Induction Program with a Mentor**

(TIP: With a Mentor)

This program is designed for teachers without previous teaching experience. Their TIP is managed by the site administrator.

All new Instructional Personnel hired in Hillsborough County in the following categories will automatically be placed into the Teacher Induction Program: Site Based Support:

- Voluntary Pre-K Teachers
- Hospital Homebound Teachers
- Speech/Language Pathologists
- Guidance Counselors
- Resource Teachers
- Behavior Specialists
- Student Intervention Specialists
- Occupational/ Physical Therapists
- Adult Ed Teachers
- Social Workers
- Virtual School Teachers
- Psychologists
- Media Specialists
- Instructional Coaches
- AIS Teachers

**Early Completion Option (TIP: ECO)**

If a teacher has 3 or more years of documented successful teaching experience (or had a “break in service”) and is observed to be highly effective in the classroom, the school administrator may choose to recommend the teacher for the Early Completion Option. Once approved, these teachers will complete a modified list of TIP requirements.

**Teacher Induction Program with Site Based Support**

(TIP: SBS)

This program is designed for teachers with previous teaching experience. Their TIP is managed by the site administrator.

**What is required of the Teacher Induction Program?**

**Professional Development Requirements**

<table>
<thead>
<tr>
<th>TIP With a Mentor</th>
<th>TIP: SBS</th>
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</thead>
<tbody>
<tr>
<td>• New Teacher Orientation (18 hrs)</td>
<td>• New Teacher Orientation OR EET Rubric Overview *</td>
</tr>
<tr>
<td>• Code of Ethics (on-line and face to face)</td>
<td>• Code of Ethics *</td>
</tr>
<tr>
<td>• Crisis Intervention (on-line)</td>
<td>• One Classroom Management course offered in the district (i.e. CHAMPS, Discipline in the Secondary Classroom, PBS)</td>
</tr>
<tr>
<td>• TIP: Powerful Lesson Planning</td>
<td>• TIP: 3-Hour Powerful Lesson Planning</td>
</tr>
<tr>
<td>• TIP: CHAMPS (K-6) or</td>
<td>• TIP: The Differentiated Classroom</td>
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<tr>
<td>• TIP: Discipline in the Secondary Classroom (7-12)</td>
<td>• TIP: Higher Order Thinking</td>
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</tbody>
</table>

**Content Area Trainings for ALL teachers enrolled in TIP**

**Elementary**

- TIP: Reading 101 & 102
- TIP: Elementary Science
- TIP: Math Overview
- TIP: K&1 Everyone Writes OR 2-5 The Write Beginning
- TIP: Overview of Social Studies Alive

For questions related to Elementary Content Area Trainings call 813-272-4455.

**Secondary**

- Secondary New Teacher Content Area Training is offered every August.
- For questions related to Middle School Content Area Training, call 813-272-4862.
- For questions related to High School Content Area Training, call 813-272-4451.

* requirement for TIP: ECO