

# Induction and mentoring practices for new school teachers

## Supporting capacity-building in education systems in small nations

Dr Caroline Daly, Global Partnership project with University of Auckland, 2017  
Emmajane Milton, Cardiff University

### The Global Challenge

High attrition rates of early career teachers from education systems threaten school improvement and waste resources invested in initial teacher education.

More needs to be understood about the role of school leadership, the role of mentors and teaching staff to support early career teachers within school communities.

There is limited research exploring the potential contribution of early career induction to wider capacity-building within education systems.

### Aims of visit

1. To develop a comparative project to investigate Induction and mentoring practices in Wales and New Zealand, using LIMS.
2. A joint seminar about the concerns which extend this research from a single-country project in New Zealand to a comparative project with Wales.
3. To develop joint research papers with Cardiff and Auckland.



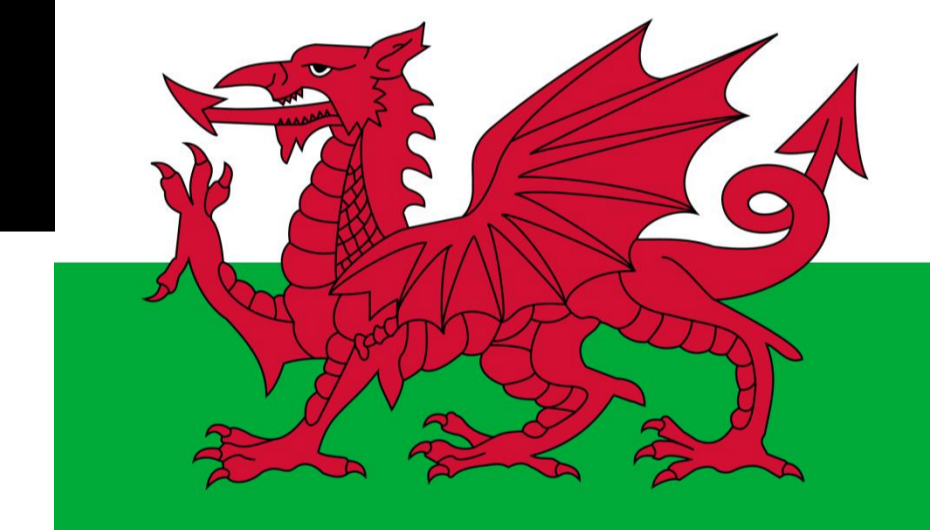
### Langdon Induction and Mentoring Survey (LIMS)

(Langdon et al, 2012)

*56 items indicating the factors which constitute induction and mentoring within a community of practice*

### Wales & New Zealand

- Small 3.2 - 4.5 million populations
- Bi-cultural school systems
- Urban/rural school differences
- International performativity pressure
- Neo-liberal policy environments
- School improvement agendas
- Focus on statutory mentoring



### Outcomes

- Shared understanding of geo-political contexts affecting the mentoring of new teachers and capacity-building
- Seminar at University of Auckland
- Joint papers at BERA 2017 & ECER 2017
- Joint symposium planned for BERA 2017
- Data analysis planned using funding awarded from Cardiff University