

# Our promise to new teachers

Supporting new secondary teachers at the start of their careers

## Our principal and Board of Trustees are dedicated to supporting new teachers;

### To ensure the best start to their career, we will:

- » provide permanent employment in all situations other than the exceptions outlined in the Employment Relations Act and relevant collective agreement
- » make sure new teachers receive their entitlements under the relevant collective agreement

### Induction and mentoring is critical for new teachers. We will:

- » provide the support and resources needed to provide high-quality induction and mentoring
- » appoint appropriately trained, supported, and resourced mentor teachers
- » conduct planned and purposeful induction and mentoring programmes

### New teachers need the right support. We will:

- » have them work alongside welcoming and inclusive school leaders and colleagues
- » acknowledge and support their talents and contributions
- » provide ample opportunity and resources for them to develop in their practice and reach full certification

### We believe schools should prioritise new teachers to:

- » only teach subjects they are trained to teach
- » become established in their practice by having a home teaching space
- » teach a mixture of junior and senior classes

We will also make every effort to offer these provisions to new teachers employed as short- or long-term relievers.

Principal

Board of trustees

PPTA branch chair

[ppta.org.nz](http://ppta.org.nz)

New Zealand Post Primary Teachers' Association Te Wehengarua

