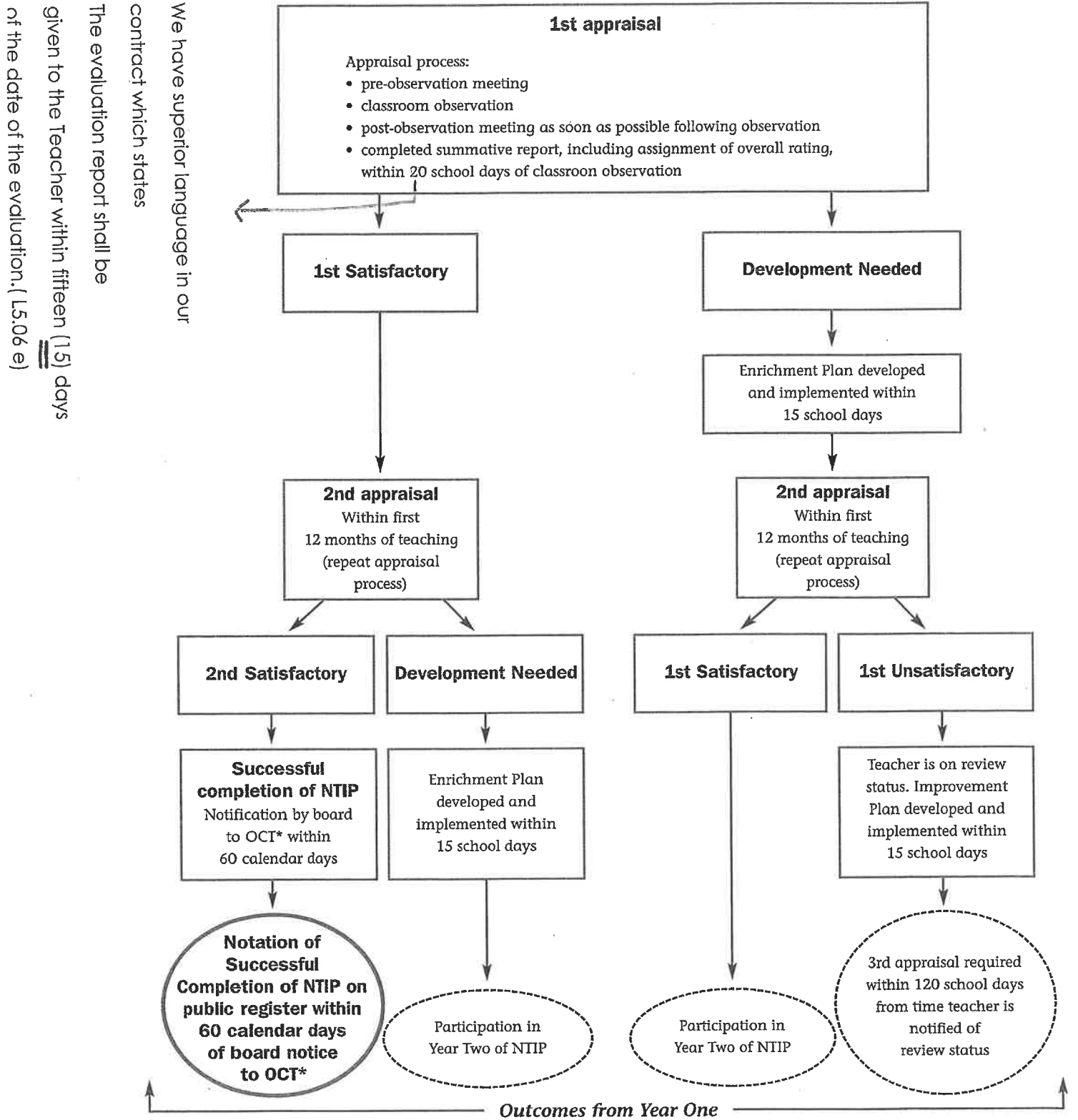


**Figure 1. New Teacher Induction Program (NTIP): Performance Appraisal of New Teachers Flow Chart**

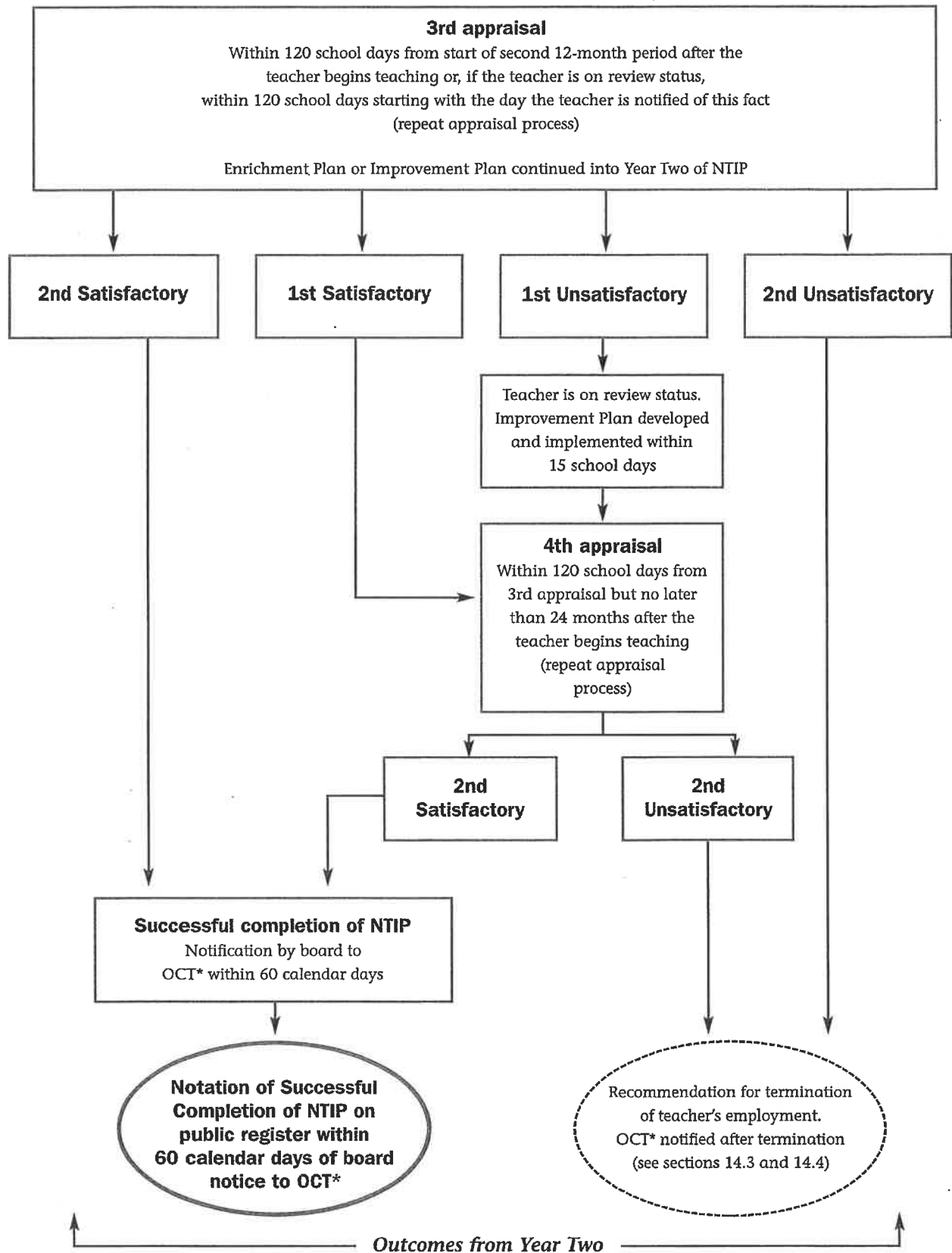
**1A. NTIP Year One** (two appraisals are required in the first 12 months after the teacher begins teaching)



\* Ontario College of Teachers

We have superior language in our contract which states  
 The evaluation report shall be given to the Teacher within fifteen (15) days of the date of the evaluation. (L5.06 e)

**1B. NTIP Year Two – If Required** (must be completed within the teacher’s first 24 months of teaching)



\* Ontario College of Teachers