

Novice Teachers And Diverse Learners

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Research Rationale

- Increased diversity in schools
- Challenges associated with a diverse student population
- Pre-service teacher preparation for the range of diversity present in our education system
- Relevance of continued professional development and mentorship for novice teachers

Research Question

- What is the experience of novice teachers who teach secondary school students with diverse learning needs?
 - Motivation and philosophical view
 - Pre-service teacher preparation
 - Mentorship and support network
 - In-service professional development
 - Employment opportunities
 - Daily experiences

Methodology

- Phenomenological Research
 - Participant lived experiences through:
 - Participant Interviews
 - Participant Journal Entries
 - Researcher Field Notes

Data Analysis

- Emerging Themes
 - Teacher Motivation
 - Hiring Processes
 - Pre-service Teacher Preparation
 - Defining and Understanding Novice Teachers: Advocate Role and Professionalism
 - Mentorship, Support, and Continued Professional Development
 - One Size—Fits-All Education Model

Research Findings

- Limited training and exposure to diverse learners
- The advocate role proved to be contentious leading to segregation, isolation and marginalization by colleagues
- Limited and unequal access to in-service professional development opportunities were, for the most part, irrelevant
- The one-size-fits-all education model does not work for diverse learners

Research Implications

- Enhance pre-service teacher preparation to meet academic, social, emotional and behavioural needs of diverse learners
- Veteran teacher perceptions regarding the novice teacher advocate role impacts success for all
- Limited access to in-service mentorship and professional development limits the opportunity to develop effective teachers
- Concerns regarding district hiring practices for classrooms with a high concentration of diverse learners

Recommendations

- Exposure and awareness of cultural and racial issues through course work
Opportunities to observe and work with diverse learners in practicum experiences
- Access to relevant in-service professional development
- Time and resources allocated to a novice teacher mentorship program