

# CEA-[insert local] PAL

**What new teachers need is a friend and someone to help them navigate the increasing complexity of teaching.**

## MISSION STATEMENT

One of the most critical issues facing new educators is the lack of support. Research has shown that approximately 20% of new teachers leave the profession within the first 3 years due to factors such as unforeseen pressure, stress, and lack of support or training. In urban areas, the number is even higher with up to 50% of teachers leaving within the first 5 years. We are all VERY busy and new teachers often fall between the cracks as we all run a bit ragged. The Connecticut Education Association is introducing a new program to try to support teachers in their first few years. The type of **{insert Local Association name}** teachers we are looking for as new teacher supporters are the individuals who generally offer to help new teachers and will take them under their wings. All new teachers, younger and older, need a friend and confidant—someone they are comfortable with who can answer difficult questions. CEA-**{insert Local Association name}** PAL (Professional Association Liaison) is a year-long program that ideally would continue for a number of years as new teachers develop and gain experience and confidence.

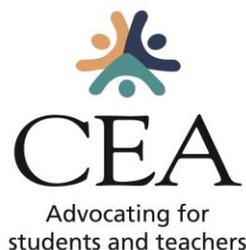
We are looking for individuals who:

- Are friendly and giving with their time.
- Know the ropes in the district and building.
- Can attend Local Association's social events or activities.
- Are willing to spend some time with new teachers before, during, or after school.
- Are not necessarily in the same content area, but are in close proximity so that help is nearby.

Here is an outline of what is expected by the CEA-**{insert Local Association name}** PAL:

1. Meet their new teachers at the beginning of the school year;
2. Meet briefly and check in with new teachers regularly to make sure they are good (offer a coffee talk, lunch, or snacks after school to check in);
3. Help new teachers navigate district technology, grading, report cards, assessments, smart boards, Google Classroom, parents, and administrators (just to name a few);
4. Be available to new teachers as needed; and
5. Encourage new teachers that teaching is stressful and yes, we all go through it!

**We are suggesting at least one PAL per hallway/department/house. The PAL does NOT have to be in the same level or department, just a PAL who can be friendly and accessible.**



**INSERT  
EA LOGO**