First Year Teachers and
Teacher Induction:

A Bibliography of Resources

January 2011


Summary: This book examines and confronts the passive and often unconscious racism of White teacher education students, offering a critical tool in the effort to make education more equitable. The author provides a consciousness-raising account of how White teachers must come to recognize their own positions of privilege and work actively to create anti-racist teaching techniques and learning environments for children of colour and children learning English as a second language.


Subjects: Mentoring in education. Teachers - In-service training.

Summary: Overflowing with rubrics for measuring growth towards best practice, checklists, tools and templates, this program provides every needed element for first-year induction. Resources and special features: encourages a learning community, team building approach; includes complete plans and materials for mentor/mentee seminars; and designed for flexible use either sequentially or around local priorities.


Subjects: Teachers - Training of. Student teachers.

Contents: 1 videocassette.

Notes: The role of the system's most influential teacher educators is examined through the eyes of elementary and secondary associate (co-operating) teachers, their student teachers and their school administrators.


Subjects: Mentoring in education. Teachers - In-service training.
370.715 C824
Mentor's handbook : practical suggestions for collaborative reflection and analysis / Correia, Marlene P. McHenry, Jana M.
Subjects: Mentoring in education - Handbooks, manuals, etc. Teachers - In-service training.

370.715 K26
Keeping good teachers / Scherer, Marge.

370.715 L767
Mentoring matters : a practical guide to learning-focused relationships / Lipton, Laura.
Wellman, Bruce M. Humbard, Carlette.
Subjects: Mentoring in education. First year teachers. Teachers - In-service training.

370.715 L767
Making mentoring work / Lipton, Laura. Wellman, Bruce M.
Subjects: Mentoring in education. First year teachers. Teachers - In-service training.

370.715 M549
Mentoring beginning teachers : guiding, reflecting, coaching / Boreen, Jean.
Subjects: Mentoring in education. First year teachers.

370.715 P853
Mentoring new teachers / Portner, Hal.
Subjects: Mentoring in education. First year teachers. Teachers - In-service training.

370.715 R916
Maximum mentoring : an action guide for teacher trainers and cooperating teachers / Rudney, Gwen L. Guillaume, Andrea M.
Subjects: Mentoring in education. Teachers - In-service training. First year teachers.
Summary: This resource features: step-by-step guidance for one-on-one mentoring and supervision of student teachers and novice teachers, including coverage of rules, roles, relationships, responsibilities, and procedures; hands-on essentials, such as reproducible forms, checklists, activities, answers to frequently asked questions, and reflective exercises for mentor and mentee; information on observation and feedback, formative assessment, summative evaluation, and professional growth and development; and suggestions for working with struggling students and novice teachers.

Summary: The authors draw from their own experience implementing a highly successful mentoring program for new teachers in a large, urban school district.

Contents: 1 book and 1 CD-ROM.
Summary: This book builds on the intention to provide educators with the resources to implement and support collaborative professional learning teams in every school focused on improving student learning.

Summary: This is the inspiring story of a group of teachers who used new technologies to document, analyze, and share an inquiry learning process together. The Supporting Knowledge Integration for Inquiry Practice (SKIIP) is a new professional development model that brings together the strengths and benefits of several existing approaches: participant-directed inquiry, school/university partnerships, and the shared pedagogical improvement model of lesson study.


Learning together : intergenerational literature circles as sites for multilayered learning / Lemisko, Lynn. Epp, Margaret. Dr. Stirling McDowell Foundation for Research into Teaching. Saskatoon, SK : Dr. Stirling McDowell Foundation, 2008.
Summary: Their research investigated intergenerational circles as communities of learning where both teacher candidates and school-age children had the opportunity to engage in and observe the processes of reading, develop their awareness of multiple levels of responding to text, enhance their understanding of alternate perspectives, and use an integrated approach to social studies concept development.

Toward successful teacher induction through communities of practice / Prytula, Michelle. Dr. Stirling McDowell Foundation for Research into Teaching. Saskatoon, SK : Dr. Stirling McDowell Foundation, 2009.
Notes: Other researchers: C. Makohonuk, N. Syrota, M. Pesenti.
Summary: Objectives of the study: To organize preservice, interning, and first year teachers into professional learning communities; to explore the effects on induction and mentorship through membership in a PLC; and to provide feedback to the profession about the benefits of developing a mentorship model based on the PLC model.

Subjects: Student teachers - Supervision of - Saskatchewan. First year teachers - Supervision of - Saskatchewan.

Tutoring beginning teachers through a mentor teacher program / Van Thielen, B. University of Saskatchewan. Center for School-Based programs. Saskatoon, SK : The Center, 1992.
Subjects: Mentors in education - Belgium. First year teachers - Belgium.

Subjects: First year teachers. Educational reports.

Subjects: First year teachers - Saskatchewan.

Summary: The author addresses the issues new teachers face and provides practical ideas on a wide range of helpful topics, including what keeps so many schools rooted in win-lose philosophies and practices, personal assets that will increase the odds of your survival and success, and specific strategies for winning in a win-lose system. These strategies will help you: establish your professional identity; understand the culture, environment, and politics of today's schools; build your own support team with mentors, administrators, and colleagues; connect with students and create win-win classrooms; and take care of yourself and grow in your career.

Subjects: First year teachers.
Summary: This book gives you the opportunity to read the letters and emails the author exchanged with novice teacher Joy Krajicek - letters in which the author opens his practice, his mind, and his heart to guide Joy through her first year in the classroom. The author fields the whole gamut of questions - from typical classroom-management matters to challenging instructional situations to sensitive topics like the boundaries of student-teacher relationships. His answers open the classroom experience up for novices to understand how to organize their space and time, how to plan instruction yet maintain flexibility, how to communicate effectively with the hundreds of personalities they encounter each day, and how to maintain professionalism under pressure.

Summary: The extraordinary challenges that await all new teachers at the start of their teaching careers become even more complex when the new teachers are young, white, and female. Vulnerable to challenges based on age, power, experience, authority, race, class, and gender, those new teachers are the ones that this book follows, observing their on-the-job struggles and achievements as they develop confidence and competence in instructional, professional, and cultural realms. Offering description and prescription, observation and advice, real-life experiences and tips for success from the new teachers themselves, this wonderful book on teacher preparation, induction, and retention should be essential reading for all teacher trainers, mentors, supervisors, staff developers, principals, and parent-community groups.
371.1 F527
Subjects: First year teachers - United States.

371.1 G546
Subjects: First year teachers - Handbooks, manuals, etc. Effective teaching - Handbooks, manuals, etc.
Summary: This is a book that inspires, encourages, and provides essential knowledge and skills for becoming an exceptional teacher at any level. Reader-friendly, easy to understand, and practical, this is a book from which you'll learn and continue to reference throughout your career.

371.1 H912
Subjects: First year teachers.

371.1 J69

371.1 K29
Subjects: First year teachers. Effective teaching.
Notes: Increase your confidence, connect with your students, and deal with the unexpected.

371.1 M148

371.1 N532
Subjects: Teaching. First year teachers.
Summary: This book is a collection of writings and reflections - some by new teachers, others by veterans - that offers practical guidance on how new teachers from kindergarten through high school can effectively navigate the school system, form rewarding professional relationships with colleagues, and connect in meaningful ways with students and families from all cultures and backgrounds.
371.1 P853
**Being mentored : a guide for protégés** / Portner, Hal.
*Subjects:* Mentoring in education. First year teachers. Teachers - In-service training.

371.1 S923
**Effective teacher induction and mentoring : assessing the evidence** / Strong, Michael.
*Subjects:* Teacher orientation. Mentoring in education. Teacher effectiveness.
*Summary:* The author provides a revealing analysis of teacher induction programs and their consequences for education, teacher quality, teacher effectiveness, and teacher development. This critical review will benefit educational decision makers by: bringing together the most important research findings in one volume, describing the specific contexts in which the research took place, detailing what is needed to implement and evaluate induction/mentoring programs, and outlining how to obtain the data necessary to determine whether a program is effective.

371.1 W681
**The first days of class : a practical guide for the beginning teacher** / Wilke, Rebecca Lynn.
*Subjects:* First year teachers.
*Summary:* This guide takes you through everything you need to know in your first days, weeks, and months as a new teacher, from developing your resume for your first job to creating your teaching persona once you are in the classroom.

371.102 A333
**Enseignants débutants : guide pour enseignants nouveaux dans la profession et l'Alberta Teachers' Association** / Alberta Teachers' Association.
*Subjects:* First year teachers - Alberta - Handbooks, manuals, etc.

371.102 A333
**Beginning teachers : handbook for teachers new to the profession and the Alberta Teachers' Association** / Alberta Teachers' Association.
*Subjects:* First year teachers - Alberta - Handbooks, manuals, etc.

371.102 A333
**Mentoring beginning teachers** / Alberta Teachers' Association.
*Subjects:* First year teachers - Alberta - Handbooks, manuals, etc. Mentoring in education - Alberta.

371.102 B328
**Elements of teaching : best practices guide for beginning teachers** / Bateman, Barbara D.
*Subjects:* First year teachers. Effective teaching.
*Contents:* 1 book and 1 CD-ROM.
*Notes:* CD-ROM contains a PDF file of the entire book.
371.102 B458
The new teacher's handbook: practical strategies & techniques for success in the classroom from kindergarten through high school / Bender, Yvonne.
Subjects: First year teachers - Handbooks, manuals, etc. Classroom management - Handbooks, manuals, etc.

371.102 B642
Mentoring as collaboration: lessons from the field for classroom, school, and district leaders / Blank, Mary Ann. Kershaw, Cheryl.
Summary: This book shows school and district leaders how to develop a collaborative, team-based mentoring program that helps retain new teachers, improve student achievement, and boost school performance. The authors present a practical, field-tested model that clearly defines roles, expectations, and experiences for new teachers, mentors, and school leaders and builds on the research on effective teaching, leadership, and organizational development.

371.102 B828
New teacher induction: how to train, support, and retain new teachers / Breaux, Annette L. Wong, Harry K.

371.102 B862
The practice of teaching: a handbook for new teachers.
Subjects: First year teachers - British Columbia - Handbooks, manuals, etc.

371.102 C614
Classroom survival tips: a handbook for new teachers / Coquitlam Teachers' Association.
Subjects: First year teachers - Handbooks, manuals, etc. Classroom management.

371.102 C669
Educating Esmé: diary of a first year teacher / Codell, Esmé Raji.

371.102 C973
The new teacher's companion: practical wisdom for succeeding in the classroom / Cunningham, Gini.
371.102 D217
**Teachers mentoring teachers: a practical approach to helping new and experienced staff** / Daresh, John C.
*Subjects:* Mentoring in education.

371.102 D665
**Voices of beginning teachers: visions and realities** / Dollase, Richard H.
*Subjects:* First year teachers - United States - Case studies. Teaching - Social aspects - Case studies. Teachers - Training of - United States.

371.102 E27
**Effective mentoring: building learning-focused relationships** / Lipton, Laura. Wellman, Bruce.
*Subjects:* Mentoring in education. Teacher orientation. First year teachers.
*Contents:* 2 videodiscs, 2 sound discs, and 1 guide.
*Notes:* Sound discs are CD soundtracks of program.
*Summary:* Program 1. The mentor as a growth agent -- Program 2. Creating learning-focused conversations -- Program 3. Communicating meaning. The programs focus primarily on the refinement or development of a powerful induction program and effective mentoring practices for first, second, and third year teachers.

371.102 E38
**Professional beginnings: an induction resource guide.**
Toronto, ON: ETFO, 2002.
*Subjects:* First year teachers - Ontario - Handbooks, manuals, etc.

371.102 E38
**Classroom beginnings: teachers' guidebook** / Elementary Teachers' Federation of Ontario and Educational Staff Development Council of Ontario.
*Subjects:* First year teachers - Ontario - Handbooks, manuals, etc.

371.102 F527
**First-class teacher: success strategies for new teachers** / Canter & Associates Staff.
*Subjects:* First year teachers - Handbooks, manuals, etc. Teaching - Handbooks, manuals, etc.

371.102 F655
**Ten things new teachers need to succeed** / Fogarty, Robin.
*Subjects:* First year teachers.
A new teacher's guide to best practices / Gentzler, Yvonne.
Subjects: First year teachers - Handbooks, manuals, etc. Teaching - Handbooks, manuals, etc. Summary: A resource for new teachers to use at their own pace, or for staff developers presenting teacher induction workshops, this book invites new teachers to: record their present beliefs, outline their aspirations, define their goals and objectives, set a course of action to reach those goals and objectives, and enter into dialogue with colleagues and mentors for continued professional growth.

How to help beginning teachers succeed / Gordon, Stephen P. Maxey, Susan.
Subjects: First year teachers - Handbooks, manuals, etc.

Educators supporting educators: a guide to organizing school support teams / Ginsberg, Margery B. Johnson, Joseph F., Jr. Moffett, Cerylle A.
Subjects: School support teams. Educators - Professional relationships. Teachers - In-service training. Mentoring in education.

The complex roles of the teacher: an ecological perspective / Heck, Shirley F. Williams, C. Ray.

Lessons learned: new teachers talk about their jobs, challenges, and long-range plans: issue no. 1: they're not little kids anymore, the special challenges of new teachers in high schools and middle schools / Rochkind, Jonathan. Public Agenda Foundation.
Subjects: First year teachers - Attitudes.

Lessons learned: new teachers talk about their jobs, challenges, and long-range plans: issue no. 2: working without a net, how new teachers from three prominent alternate route programs describe their first year on the job / Rochkind, Jonathan. Public Agenda Foundation.
Subjects: First year teachers - Attitudes.

Subjects: First year teachers - Attitudes.
Ten traits of highly effective teachers: how to hire, coach, and mentor successful teachers / McEwan, Elaine K.

Ten traits of highly effective teachers: how to hire, coach, and mentor successful teachers / McEwan, Elaine K.

This guide explores the ten characteristics that lead to success in the classroom, increased school morale, satisfied parents, and eager, high-achieving students. Special features include: numerous graphic organizers to clearly illustrate the ten traits; more than 50 interview questions based on the ten traits to help administrators and teachers prepare for the all-important interview process; dozens of exercises for principals to use to energize experienced teachers, empower new teachers, and nurture the ten traits; and examples from research that highlight the relationship between the traits and student achievement.

The new-teacher toolbox: proven tips and strategies for a great first-year / Mandel, Scott M.

This resource stresses the importance of training new teachers to employ active classroom principles that ensure student engagement and achievement. The author: discusses the role of professional development in promoting teacher effectiveness, emphasizes the importance of creating and maintaining a schoolwide climate conducive to mentoring, illustrates the critical role of mentors in providing support to new teachers, and demonstrates how to build strong personal and professional relationships between mentors and protégés.
371.102 N427
**Starting strong: surviving and thriving as a new teacher** / Nelson, Kristen. Lindley, Kim.
*Subjects:* First year teachers. Teacher effectiveness. Effective teaching.

371.102 N532
**Beginning teachers’ handbook** / New Brunswick Teachers’ Association.
*Subjects:* First year teachers - New Brunswick - Handbooks, manuals, etc.

371.102 N532
**New teacher success: you can make a difference** / Garmston, Sue. Bartell, Carol.
*Subjects:* First year teachers - Handbooks, manuals, etc. Teaching - Handbooks, manuals, etc.

371.102 N532 1996
**A guide to prepare support providers for work with beginning teachers** / Gless, Janet.
Baron, Wendy. California New Teacher Project.
*Subjects:* First year teachers - Handbooks, manuals, etc. Teacher orientation.
Contents: 1 videocassette and 1 book.

371.102 N547
St. John's, NF : NLTA, 2005.
*Subjects:* First year teachers - Newfoundland and Labrador - Handbooks, manuals, etc.

371.102 N547
**Mentoring beginning teachers** / Newfoundland and Labrador Teachers’ Association.
St. John's, NF : NLTA, 2005.
*Subjects:* First year teachers - Newfoundland and Labrador - Handbooks, manuals, etc.
Mentoring in education.

371.102 N879
**NWT teacher induction: a program for beginning teachers.**
*Subjects:* First year teachers - Northwest Territories - Handbooks, manuals, etc.

371.102 N935
**Handbook for beginning teachers: helping you to survive and thrive in the classroom** / Nova Scotia Teachers Union.
*Subjects:* First year teachers - Nova Scotia - Handbooks, manuals, etc.
371.102 O11
**Oakland Schools new teacher's manual** / Oakland Schools (Waterford, Mich.). National Staff Development Council.
*Subjects:* First year teachers - Handbooks, manuals, etc.
*Contents:* 1 book and 1 CD-ROM.

371.102 O59
**Transition to teaching : new teachers of 2001 and 2002 report on their first two years of teaching in Ontario.**
*Subjects:* First year teachers - Ontario.

371.102 O59
**New teacher induction : growing into the profession.**
*Subjects:* First year teachers - Ontario.

371.102 O59
**2004 transition to teaching report.**
*Subjects:* First year teachers - Ontario. Teachers - Ontario.

371.102 P691
**Mentoring novice teachers : fostering a dialogue process** / Pitton, Debra Eckerman.
*Subjects:* Mentoring in education. First year teachers.
*Notes:* Examines roles in mentoring relationships, presents strategies that foster trust and open communication, and offers practical ideas for addressing the specific needs of novice teachers.

371.102 P853
**Training mentors is not enough** / Portner, Hal.
*Subjects:* Mentoring in education. First year teachers. Teachers - In-service training.

371.102 P954
**Beginning teachers induction program handbook** / Prince Edward Island Teachers' Federation.
*Subjects:* First year teachers - Prince Edward Island - Handbooks, manuals, etc.

371.102 R569
*Subjects:* First year teachers - Handbooks, manuals, etc.
You have to go to school - you're the teacher: 250 classroom management strategies to make your job easier and more fun / Rosenblum-Lowden, Renee.
Summary: A collection of ideas and strategies that will help you develop a rapport with students and manage everyday school problems.

Contents: 9 videocassettes, 1 facilitator's guide, and 2 booklets.

Why didn't I learn this in college? / Rutherford, Paula.
Subjects: Teaching - Handbooks, manuals, etc. Classroom environment - Handbooks, manuals, etc. First year teachers - Handbooks, manuals, etc.

21st century mentor's handbook: creating a culture for learning / Rutherford, Paula.
Contents: 1 book and 1 CD-ROM.
Notes: Included on the CD-ROM are reproducible tools for your use in professional development sessions, courses, and/or classes using 21st century mentor's handbook. CD-ROM tools are PDFs that can be opened using Adobe Reader.

September / McLean, Kim. Murphy, Kevin.
Calgary, AB : Innovative Learning and Teaching Solutions (inlets), 2002.
Contents: 1 CD-ROM.
Notes: Interactive CD-ROM seminar.
Summary: For first year teachers or returning teachers that want to develop a respectful environment that acknowledges accomplishment and fosters a sense of educational curiosity.

Learning to teach... not just for beginners / Shalaway, Linda.
Subjects: Teaching - Handbooks, manuals, etc. First year teachers - Handbooks, manuals, etc.
Survival tips for new teachers: from people who have been there and lived to tell about it / Thurston, Cheryl Miller (editor). Fort Collins, CO: Cottonwood Press, 2009. 2nd ed.
Subjects: First year teachers. Classroom management.

Summary: Use these step-by-step strategies to develop and implement a proven program that links to district-wide goals and results in highly qualified teachers and increased student achievement.

Subjects: First year teachers - Handbooks, manuals, etc. Teacher orientation - Handbooks, manuals, etc. Teaching - Handbooks, manuals, etc.
Notes: Grades K-12.
Summary: This book offers teachers a wide variety of tested strategies, activities, and tools for creating a positive and dynamic learning environment while meeting the challenges of each school day. The book is filled with valuable tips, suggestions, and ideas for helping teachers with everything from becoming effective team players and connecting with students to handling behaviour problems and working with diverse classrooms.

Summary: This resource presents 18 successful real-world programs, 5 factors for developing a comprehensive mentoring initiative, and new material for mentoring special education, math, and science teachers.

Subjects: First year teachers - In-service training. Mentoring in education.
Summary: This book offers a number of ways in which schools, teacher associations, and other educational organizations can support teachers with the right mentoring program at the right time. Topics include: inducting new teachers, continuing program design, district-funded programs, and peer assistance and review programs.
As this book demonstrates, the current method of job appraisal consists of sporadic classroom visits from school administrators that frequently serve to reinforce teacher isolation rather than promote professional development. In contrast, the 2 + 2 method, a practice where teachers visit each others classrooms long enough to provide two compliments and two suggestions for improvement, has not only been proven to enhance teaching skills and student learning, but has also increased job satisfaction by reviving productive teacher collaboration. Through the presentation of detailed case studies that illustrate the authors' actual experience implementing the program at an inner city school, this work chronicles how the 2 + 2 method: restores the vital connections between teachers and students, teachers and administrators, and teachers and teachers; encourages teaching and learning to develop beyond what standardized tests reveal; provides a low-cost, easy-to-implement program that is realistic, given teachers time constraints and limited school budgets; and transforms schools into cultures of collaborative teaching and learning.


The exceptional teacher's handbook: the first-year special education teacher's guide to success / Shelton, Carla F. Pollingue, Alice B. Thousand Oaks, CA: Corwin Press, 2005. 2nd ed. Subjects: Special education. Special education teachers. First year teachers. Summary: This book provides a step-by-step management approach complete with planning checklists and other ready-to-use forms. The core concepts include: research-based and practice-tested materials, with specific strategies and suggestions related to student assessments, transitioning, student portfolios, and managing student data; updated information on best practices; information on specific learning disabilities and discipline methods; new instructional techniques using technology in the classroom; resources supplying teachers with information ranging from first aid to stress management; and thought-provoking quotes to engage and motivate the reader to encourage reflection.

Subjects: First year teachers - Handbooks, manuals, etc. Elementary school teachers - Handbooks, manuals, etc. Elementary school teaching - Handbooks, manuals, etc.


Subjects: First year teachers - United States - Case studies. Seventh grade (Education) - United States - Case Studies.


Summary: The authors provide great tips, strategies, and tactics for getting your foot in the door and beginning a successful career as an elementary school teacher. Get the information that every first-time teacher needs, including: how to find the right job for you; starting the school year successfully; conferencing and working with parents; planning tips; discipline and management; and more.


Subjects: First year teachers - Handbooks, manuals, etc. High school teachers - Handbooks, manuals, etc. High school teaching - Handbooks, manuals, etc.
373.1102 A755

373.236 W928
Day one and beyond: practical matters for new middle-level teachers / Wormeli, Rick. Portland, ME: Stenhouse Publishers
Subjects: First year teachers - Handbooks, manuals, etc. Middle school teachers - Handbooks, manuals, etc.
Summary: This book is full of practical ideas that will ensure day-to-day survival in the early days, weeks, and years of teaching. Proven best practices and often humorous observations offer a window into a classroom environment - physical and emotional issues, discipline, record-keeping, and relating to parents and students.

379.157 T253
Subjects: Teachers - Selection and appointment. School boards - Canada. First year teachers.

THESES CHA
Teacher induction in Catholic schools / Chatlain, Gregory L.
--2002.
Subjects: First year teachers - Saskatchewan - Saskatoon. Catholic schools - Saskatchewan - Saskatoon.

THESES CRO
The beginning teacher/principal relationship as a factor in teacher induction / Crozier-Smith, Derwyn Frank Percy.
--1996.
Subjects: First year teachers - Saskatchewan.

THESES DRO ARCH
The impact of organizational socialization on the pupil control ideology of elementary school teachers as a result of the first years teaching experience / Drozda, Donald Gordon.
--1972.
Subjects: First year teachers.

THESES GIL
Beginning teacher induction: background information an implementation process and delivery systems / Gill, Barbara Ann.
Subjects: Teachers - Training of. First year teachers.
THESES GOR

Sensemaking during the induction phase of socialization of a neophyte principal: a researcher's perspective / Gorius, Patricia Ann.
--1999.
Subjects: School principals - Professional relationships.

THESES HEW ARCH

The professional satisfaction of beginning teachers / Hewitson, Malcolm Thomas.
--1975.
Subjects: First year teachers - Job satisfaction.

THESES HOU

The clinical supervision experiences of beginning teachers: a qualitative study / Houk, Tracy A.
--1999.
Subjects: First year teachers - Saskatchewan.

THESES PIC

Beginning teachers' expectations of the teaching profession / Pickard, Garth Norman.
--1989.

THESES PUN

Bridging the gap between teacher training and survival in the profession / Punshon, Heather Anne.
--1996.
Subjects: First year teachers - Saskatchewan.

THESES SMI

Beginning teachers' perception of induction orientation / Smith, Sharon Colleen.
Subjects: First year teachers - Saskatchewan. Teachers - Training of - Saskatchewan.

THESES TRE ARCH

The effects of laboratory training on the teacher intern interpersonal relationship / Trew, Linda Diane McMillan.
--1979.
Subjects: Student teachers. Supervision of student teachers.