

Washington Office of Superintendent of
PUBLIC INSTRUCTION

BEGINNING EDUCATOR SUPPORT TEAM

The Beginning Educator Support Team (BEST) supports novice educators in Washington through comprehensive induction.

What are the goals of the BEST Program?

- Build integrated and comprehensive induction systems to create shared responsibility to support beginning educators and their students.
- Enhance district capacity to attract, train, and retain skilled novice educators who promote educational equity and student learning.
- Develop mentor cadres who foster student-centered, equitable instructional practices.
- Support novice educators in creating equitable learning environments.

What is Comprehensive Induction?

To ensure the growth and success of novice educators, BEST uses a comprehensive induction program that includes:



2025/2026 PROGRAM HIGHLIGHTS

98%
participants rated BEST trainings as Excellent

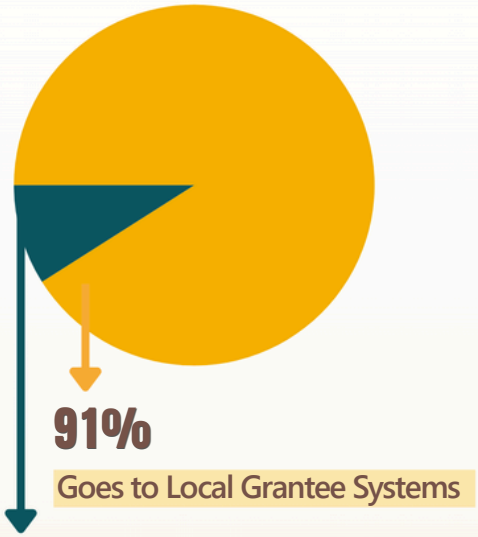
840+
total mentors trained

75% School Districts
were served through BEST grants

90% Washington Students
are served by BEST grantees

> Washington school districts who are fully engaged in the BEST mentoring program retain new educators at a four percentage-point higher rate than school districts who do not use the program, according to a study published by the University of Washington (UW) College of Education's Center of Teaching and Policy.
>
> *- State Superintendent Chris Reykdal -*

Where does BEST Program Funding Go?







Induction Development Grants

Fund training and some initial induction work including mentor training and mentoring.

OSPI Mentor Academies

Provided high quality professional development for mentors, coaches, and educator leaders to strengthen new teachers' instructional practice, with academies focused on special education, racial equity, and language development.

Regional Mentor Roundtables

Supported mentors and instructional coaches in building skills, through monthly regional roundtables at 20 locations statewide.

Support for In-District Mentor Roundtables

Provided facilitators content and strategies to support their planning through monthly Zoom meetings.

Induction Coaching for each BEST grantee

Provided technical assistance and personalized coaching to help districts strengthen their induction programs.

Regional Induction Leader Roundtables

Helped districts build understanding of comprehensive induction through collaboration and networking.

Online Induction Leader Collaboration

Open to all districts to help them plan for possibility of delivering new-teacher orientation