Georgia FIP is a blended learning opportunity that offers your school access to online learning courses and facilitation materials based on some of the world's best research. The Georgia Department of Education has made this learning experience available to educators across the state.

**Overview of Online Learning**

The Foundations of FIP online learning includes six courses:

1. Introducing Formative Instructional Practice
2. Creating and Using Clear Learning Targets
3. Collecting and Documenting Evidence of Student Learning
4. Using Evidence and Feedback to Increase Learning
5. Fostering Student Ownership of Learning
6. Leading Formative Instructional Practices

These newly enhanced courses combine theory and practical classroom application, and include scenarios and examples of what these powerful practices look and sound like across grades and subjects.

**Facilitating Formative Instructional Practices Guide**

This guide is designed to help facilitate collaborative learning about formative instructional practices. The guide contains materials corresponding to each of the courses, including: team agendas, activities and handouts designed to deepen learning, and detailed answer keys and tips for facilitators.

More information and access to these tools can be found at: www.gadoe.org/GeorgiaFIP

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**What is Georgia FIP?**

Formative instructional practices (FIP) are the formal and informal ways that teachers and students gather and respond to evidence of student learning.

To leverage these keys to student success in your school, build a vision and provide leadership around these practices:

- Help your faculty connect the dots between curriculum, instruction, and assessment.
- Model the instructional practices you want all teachers to embrace.
- Provide teachers with effective feedback about instructional practice.
- Support teachers in implementing Georgia’s rigorous curriculum with fidelity.
- Communicate more effectively with teachers and parents regarding student growth.

**What does Georgia FIP Connect?**

The alternative is to use many different assessment methods to provide students, teachers and parents with a continuous stream of evidence of student progress in mastering the knowledge and skills that underpin or lead up to state standards.

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**Want to Learn More about Georgia FIP?**

For more information about the online learning or how to implement Georgia FIP, please contact the Georgia Department of Education Office of Assessment and Accountability at 1.800.634.4106.

More information and access to these tools can be found at: www.gadoe.org/GeorgiaFIP

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Georgia FIP is designed to enhance the knowledge and use of formative instructional practices through six online learning courses that focus on:

- **Leader Assessment on Performance Standards**
- **Creating Targets**
- **Fostering Student Ownership**
- **Leading FIP**

These courses are aligned with the district's strategic plan and emphasize:

1. **Instructional Leadership**
   - Monitors and evaluates the effectiveness of instructional programs to promote the achievement of academic standards.
   - Consistently models and collaboratively promotes high expectations, mutual respect, concern, and empathy for students, staff, parents, and community members.
   - Utilizes shared decision-making to build relationships with all stakeholders and maintain positive school morale.
   - Develops and/or implements a Safe School Plan that manages crisis situations in an effective and timely manner.
   -Effectively gathers, analyzes, and uses a variety of data to inform planning and decision-making consistent with established guidelines, policies, and procedures.
   - Supports the district's mission by identifying, articulating, and planning to meet the educational needs of students, staff, and other stakeholders.
   - Collaboratively develops, implements, and monitors a school improvement plan that results in increased student learning.
   - Collaboratively plans, implements, supports, and assesses instructional programs that enhance teaching and student achievement, and lead to increased student learning.
   - Uses assessment information in making recommendations or decisions that are in the best interest of the learner/school/district.

2. **Human Resources Management**
   - Screens, recommends, and assigns highly qualified staff in a fair and equitable manner based on school needs, assessment data, and local, state, and national standards.
   - Supports formal building-level employee induction processes and mentoring procedures to support and assist all new personnel.
   - Supports professional development and instructional practices that incorporate the use of achievement data, and results in increased student progress.
   - Recognizes and supports the achievements of effective teachers and staff and provides them opportunities for increased responsibility.
   - Provides constructively feedback focused on improved student learning.
   - Has a thorough understanding of the teacher and staff evaluation systems and understands the important role evaluation plays in teacher development.
   - Evaluates performance of personnel using multiple sources consistent with district policies and maintains accurate evaluations.

3. **Professionalism**
   - Models respect, understanding, sensitivity, and appreciation.
   - Maintains a professional appearance and demeanor.
   - Maintains confidentiality and a positive and forthright attitude.
   - Evaluates the impact professional development has on the staff/school/district improvement and student achievement.
   - Remains current with research related to educational issues, trends, and practices as a researcher, instructor, mentor, coach, presenter and/or researcher.
   - Maintains a high level of technical and professional knowledge.
   - Fulfills contractual obligations and assigned duties in a timely manner; participates in other meetings and activities in accordance with district policy.

4. **Communication and Community Relations**
   - Fosters the success of all students by communicating and collaborating effectively with stakeholders.
   - Disseminates information to staff, parents, and other stakeholders in a timely manner through multiple channels and sources.
   - Involves students, parents, staff, and other stakeholders in a collaborative effort to establish positive relationships.
   - Maintains visibility and accessibility to students, parents, staff, and other stakeholders.
   - Provides a variety of opportunities for parent and family involvement in school activities.
   - Collaborates and networks with colleagues and stakeholders to effectively utilize the resources and expertise available in the local community.

The leader fosters effective human resources management through the selection, induction, support, and retention of quality instructional and other personnel.