

On-going Performance Assessment Conversation

Support From the Start Induction
2019-2020 Webinar Series



Dr. Kathy Reese, TLSD
Dr. Karen Wyler, TLSD

Webinar Norms

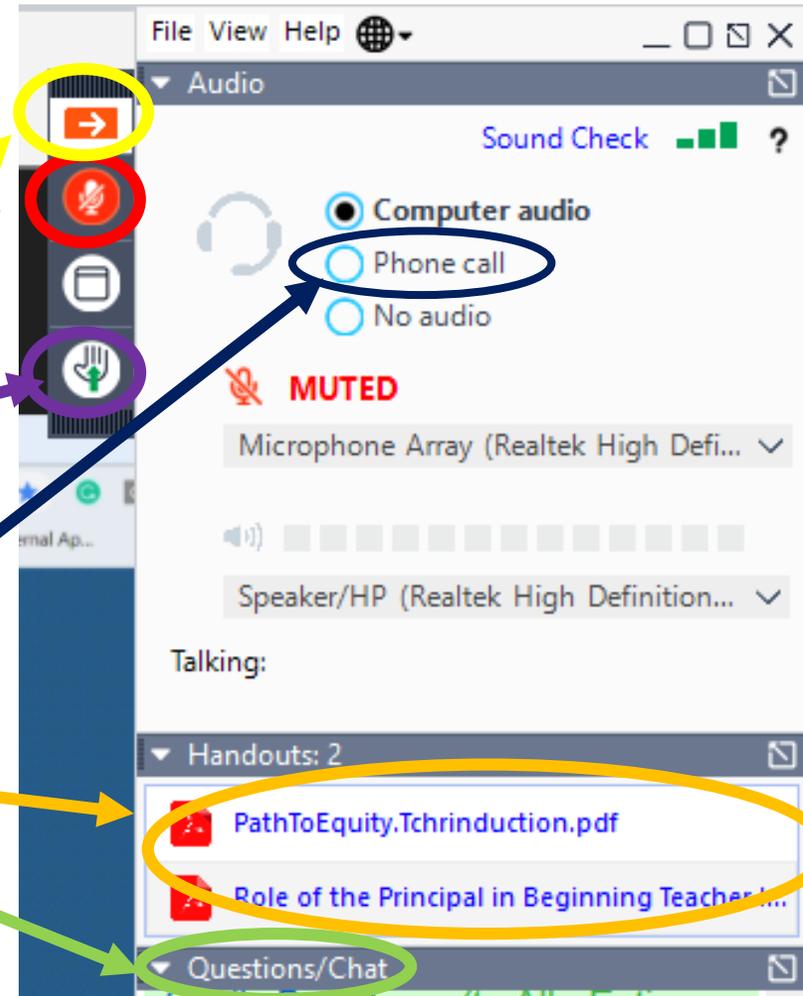


- Your line is muted to improve audio quality during the presentation.
- Please use the **chat box** to ask questions anytime.
- We will pause periodically throughout the presentation to respond to questions from the chat box.

In Preparation for today's Learning

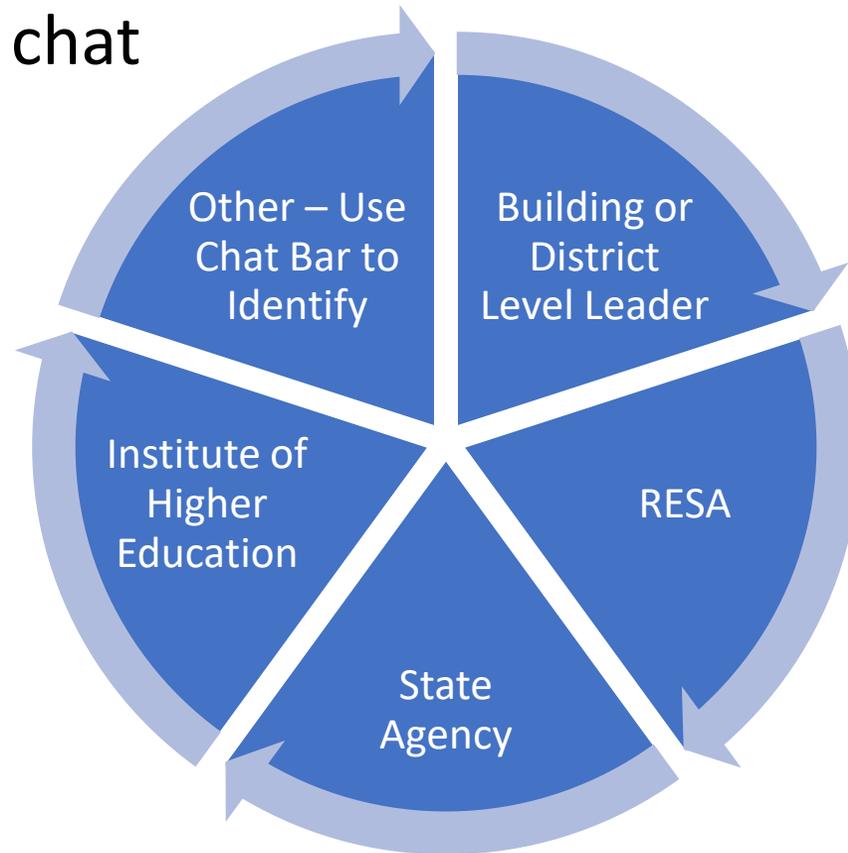
Where do I find?????

- **Unmute yourself**
- **Can't see the features box?**
- **Questions?**
 - **Raise your hand**
 - **Chat**
- **Handouts**
- **Problems with Audio?**



Who is joining us today?

Please enter in the chat
Box!



Session Objectives

Participants will:

- **Unpack the On-going Performance Assessment domain in the GaDOE Teacher Induction Guidance**
- **Explore resources to help districts, schools and IHEs support effective teacher induction programs**
- **Learn from two Georgia practitioners**

Georgia's Systems of Continuous Improvement Framework



High Quality Induction Programs

- **Comprehensive** - There is a *structure* to the program, consisting of *many components* that involves *many people*.
- **Coherent** - The various components, activities, and people are *logically connected* to each other.
- **Sustained** - The comprehensive and coherent program *continues for many years*.

GaDOE Teacher Induction Guidance Roles and Responsibilities

High-quality induction support requires an investment from all stakeholders to ensure teacher and leader effectiveness and student success:

- Georgia Department of Education
- RESAs
- Higher education,
- District-level personnel
- Building administrators
- Mentors
- and the induction phase teacher.

On-Going Performance Assessment

On-going performance assessment is a cycle that includes:

- identifying an Induction Phase Teacher Support Team,
- conducting a diagnostic assessment,
- developing an induction plan, and
- providing evidence of growth on the Teacher Assessment on Performance Standards (TAPS).

The induction phase teacher, along with the Teacher Induction Support Team, reviews multiple sources of data to revise the induction plan for the second year.

GaDOE Teacher Induction Guidance

<https://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Teacher-and-Principal-Induction-Guidelines-.aspx>

Creating an IPT Support Team

Induction Phase Teacher Support Team will include at a minimum: a mentor, the school leader or designee, and when possible, an external support agency representative (i.e., higher education, regional educational service agency, district level personnel).

Statewide Status of Induction Support Teams Implementation

Please respond in the chat box, if you and your IHE partner have created and implemented Induction Teacher Support Teams in your district/school.

Georgia District Practitioner

Dr. LaToya Doby-Holmes
Chief Accountability and Strategic Waiver Officer
Richmond County Schools
dobyla@boe.Richmond.k12.ga

Georgia IHE Practitioner

Dr. Kristy Brown, Director of Assessment and Accreditation

Augusta University

kbrown15@augusta.edu

Current Practices - What are we *already* doing?

- **Diagnostic assessments will be administered to determine the specific professional learning needs of the induction phase teacher.**
- **An Individual Induction Plan will be developed collaboratively by the Induction Phase Teacher Support Team for each induction phase teacher.**
- **Assessments will follow the process outlined in the TKES Evaluator Handbook.**

What we know...

When teachers monitor students' ongoing learning and use student assessment data to inform their own teaching, they:

- Effect greater student achievement.
- Have more improvement in their instruction and make their pedagogical decisions more responsive to student learning.
- Exhibit greater concerns about learning and they
- Share accurate results of student progress with students, parents, and key school personnel.

Teacher Keys Effectiveness System
TAPS Standard 6/Assessment Uses
GaDOE

Induction Phase Teacher Support Team

- Augusta University and Richmond County Schools
- 5 Richmond County Schools
- 5 Augusta University faculty members
- Partnership outcomes include improvements in:
 - ✓ Student foundational literacy learning as well as content and disciplinary literacy
 - ✓ Professional capacity among teachers and other school staff
 - ✓ Instructional quality
 - ✓ Community participation with literacy activities
 - ✓ School climate

GEORGIA'S P-20 Collaboratives

Vision: *Communities united to empower educators to maximize student success.*

Mission Statement: *Utilizing shared resources to provide ongoing and reciprocal learning opportunities for all stakeholders, guided by need.*

www.gapsc.com/P20.aspx



CSRA Induction Collaborative

Augusta University
Burke County School System
Columbia County School System
Jefferson County School System
Lincoln County School System
McDuffie County School System
Richmond County School System
Wilkes County School System
Paine College
Brenau University
Regional Educational Service Agency (RESA)
Georgia Department of Education
Georgia Learning Resources System
Georgia Professional Standards Commission





22nd annual
**Impacting
Student
Learning
Conference**
AUGUSTA UNIVERSITY

2020 KEYNOTE SPEAKER



Tracey Pendley Georgia's 2020 Teacher of the Year.

SUGGESTED TOPICS (NOT RESTRICTIVE)

- Creating a Challenging Curriculum
- Classroom Management
- Teacher Ethics
- School Counseling
- Parental Engagement
- Assessing Student Learning
- Differentiation
- Literacy
- Diversity & Special Education
- Instructional Strategies
- Integrating Technology
- STEAM Education
- Supporting P-12 Cyber Education
- Professional Growth
- Aspiring Teachers
- Teacher Leadership
- Social Justice

REGISTRATION

Registration is FREE for all Augusta University faculty and students and all faculty in both public and private schools located in the following CSRA counties: Burke, Columbia, Emanuel, Glascock, Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren and Wilkes. Lunch is optional and can be purchased for \$8.

Registration for non-Augusta University students is \$25 and all others is \$50. Lunch is optional and can be purchased for \$8.

Please contact the Conference Program Chair, **Dr. Stacie Pettit**, with any questions. We look forward to seeing you at our conference!

7:30am

Breakfast

HIGH SCHOOL PATHWAYS: Registration

Conference Day-of Registration

Conference Pre-Registrant Check-in

8:30am

Keynote Address: Allison Townsend, Georgia Teacher of the Year
Georgia Teacher of the Year Allison Kerley Townsend

9:30am

Exhibitor Tables Open!

9:45am

HIGH SCHOOL PATHWAYS: Welcome & Schedule of the Day
Macy Rice • Dr. Jessica SimpsonOne Project, Every Subject: Creating Assessments that Cross the Curriculum
Dr. Miranda Murphey • Carlye RobertsonGoing Google
Lynda MooreCreating a Positive School Culture that Supports Student Learning
Dr. India R. FordIs There a Grant for That?
Tevin Middleton • Dr. Paulette HarrisPersonalized and Gamified Professional Learning
Melanie Hartwell • Mike AfdahlAdolescent Toolbox
Dr. Marsha J. Moorman • Moya PopeManaging a Difficult Class
Dr. Jacqueline Fason

Filter By Venue

- Augusta University Summerville Campus

Filter By Type

- Aspiring Teachers
- Assessing Student Learning
- Career Growth
- Classroom Management
- Conference Operations
- Creating a Challenging Academic Environment
- Differentiation
- Diversity and Social Justice
- Effectively Integrating Technology
- Implementing Effective Instructional Strategies
- Keynote Address
- Literacy
- Professional Growth
- Relationships & Engagement
- School Counseling
- Social Justice
- STEAM Education
- Supporting Students from Military Families
- Supporting Students with Special Needs
- Teacher Ethics

Twitter Feed

CEEDAR Center's Mission

- To create ***aligned*** professional learning systems that provide teachers and leaders effective ***opportunities to learn*** how to improve and support core and specialized instruction in inclusive settings that enable students with disabilities to achieve college and career readiness standards

“Collaboration for Effective Educator Development, Accountability, and Reform”

<https://cedar.education.ufl.edu/georgia-hlp-pls/>

Induction Professional Learning Series

- 7 series professional learning highlighting Georgia's Tiered System of Supports and High-Leverage Practices (HLPs).
- This series will provide opportunities for induction phase teachers to learn and practice strategies for implementing HLPs within Georgia's Tiered System of Supports.
- Content is aligned with Georgia's Teacher Assessment on Performance Standards (TAPS).
- Materials are all free and can be personalized to meet district needs.

Induction Professional Learning Series

➤ Each Professional Learning includes:

- ✓ PowerPoint with embedded activities
- ✓ Follow up (emailed after the PD session)
- ✓ Principal update
 - Short summary of the PL session content and suggestions for simple follow up.
- ✓ Mentor update
 - Short summary of the PL session content and suggestions for follow up and engagement activities with the mentee.
- ✓ Supporting resources

Rural District Induction Conversation WG, MG, SW and SE P20s

Audience: *P20 educators that support induction phase teachers and their mentors in rural districts and/or a rural school*

Purpose: *Provide a facilitated conversation to share current practices, assess needs, identify resources, and provide a networking opportunity*

Date: *January 21, 2020/ Time: 8:30 sign-in, 9-12:30*

Location: [Coastal Plains RESA Lenox, Ga \(Click for Driving Directions\)](#)

Registration Link: [Rural District P20 Induction Conversation](#)



Just in Time Support Teacher Induction Webinar Series

➤ ***Program Evaluation April 15, 2020***

Each webinar includes unpacking of the appropriate domain in the GaDOE Teacher Induction Guidance and Georgia practitioners sharing their induction practices.

****Webinar 1, 2 and 3 are archived at <https://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Teacher-and-Principal-Induction-Guidelines-.aspx>***

Contact information

Dr. Kathy Reese kreese@doe.k12.ga.us

Dr. Karen Wyler kwyler@doe.k12.ga.us

GEORGIA INDUCTION SUMMIT 2020

ATTAINING NEW HEIGHTS:
attracting, preparing, recruiting, and retaining

FRIDAY, MAY 1, 2020 | 7:45 a.m.–3:30 p.m.

Middle Georgia State University Robert F. Hatcher, Sr. Conference Center
100 University Parkway, Macon, GA 31206-5145

REGISTER ONLINE

http://www.ciclt.net/sn/resa/recl_application_bs.aspx?CL_ID=105450&ClientCode=mgresa

\$50 Registration fee payable to MIDDLE GEORGIA RESA



ATLANTA
PUBLIC
SCHOOLS



**NEW
WEBSITE!**



TEACH YOUR CHILDREN WELL

<http://www.bit.ly/GaTAPPEssentials>



Visit our site designed for **Induction** phase teachers

The Essentials of Effective Teaching

Designed to help new teachers know and understand:

1. What is standards-based education?
2. How do skillful teachers use a variety of evidence-based strategies to meet the demands of all learners?
3. How do teacher commentary and feedback enhance student learning?
4. What is the difference between managing a classroom and disciplining a classroom?
5. How can teachers encourage students to think deeply?
6. How can students and teachers use technology to develop knowledge and skills?
7. What is Academic Language?

You will find:

- Best Practice Research
- Activating Strategies
- Summarizing Strategies
- 53 Ways to Check for Understanding
- Videos to Promote Curiosity
- Technology Tips and Sites
- Graphic Organizers
- Question Prompts
- Instructional Videos

Participants' Next Steps for Consideration

- After review of the reflective questions, select 3-5 that could jump start or continue a conversation in your educational setting in regards to today's topic. Connecting the dots to what you are already doing will enhance your current practice.

Who Do I Contact?



Dr. Kathy Reese, GaDOE

***Leader* Induction**

Teacher and Leader Support and Development

kreese@doe.k12.ga.us

Dr. Karen Wyler, GaDOE

***Teacher* Induction**

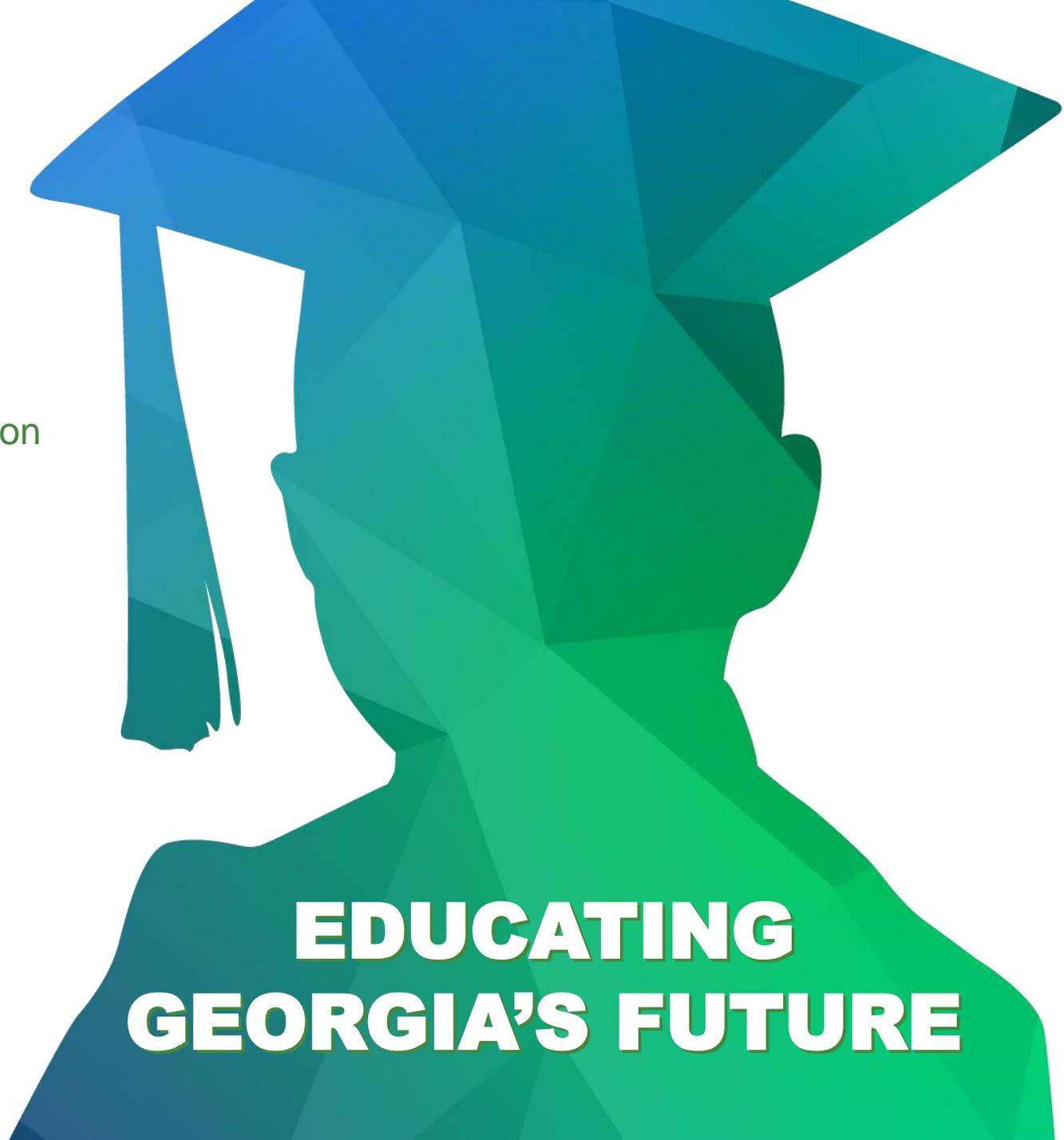
Teacher and Leader Support and Development

kwyler@doe.k12.ga.us

www.gadoe.org

   @georgiadeptofed

 youtube.com/c/GeorgiaDepartmentofEducation



**EDUCATING
GEORGIA'S FUTURE**

