Teacher and Leader Induction

Support From the Start Webinar

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Georgia's Systems of Continuous Improvement Framework
Agenda

1. What?
2. Why?
3. Who?
“Just in Time Support” Teacher Webinar Series

Webinar 2: Leadership and Organizational Structures (Fall 2019)
Webinar 3: On-going Performance Assessment (Winter 2020)
Webinar 4: Program Evaluation (Spring 2020)

*Webinars to support Leader Induction coming 2020.*
Session Objectives

*Increase awareness and knowledge of:*

- A common understanding of quality induction programs
- Induction tools and resources
- Practices in the field
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*.
Induction Support?

Based on this definition (previous slide) self-assess your district’s teacher and leader programs:

1. Initial Induction conversation
2. Development of program
3. Beginning Implementation
4. Developed, implemented and monitored
5. Evaluation of Program
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
- induction phase teacher and/or leader
GaDOE Induction Guidance

**Purpose:**
To provide Georgia districts and schools guidance for the creation, implementation, and sustainability of a quality induction program.

To provide a program that supports retention and the induction phase educator’s growth, thereby increasing learning for all.
Accessing GaDOE Induction Tools and Resources

www.gadoe.org

- Offices and Divisions (top left corner)
- Click on Teacher and Leader Support and Development
- Click on Teacher/Leader Induction Guidance
- Select resource(s)
Teacher and Leader Support and Development

The Division of Teacher and Leader Support and Development impacts student achievement by providing programs and resources to enhance teacher and leader effectiveness that include the following: Title II, Part A grant awards; teacher and leader effectiveness systems; and professional learning.

The goal of the division is to promote and support teacher and leader effectiveness to improve student learning in every classroom in the state.

- Manages effective use of Title II, Part A funds at the state and local level.
- Promotes effective use of professional development funds and activities to support school improvement.
- Maintains cohort data to ensure equitable access to effective educators.
- Supports the Teacher Keys Effectiveness System and Leader Keys Effectiveness System – Georgia’s teacher and leader evaluation and professional development processes.

TLSD Updates
Teacher and Leader Induction Guidance

FY19 Induction Summit

Teacher and Leader Induction Guidance

The GaDOE defines a high-quality induction program as a comprehensive, coherent, sustainable program that supports not only retention, but also the induction phase leader’s, teacher’s, and their mentee’s growth, thereby increasing student learning. The GaDOE Induction Guidance provides a comprehensive, coherent, sustainable induction model for Georgia districts that requires an investment from all stakeholders to ensure leader effectiveness. The purpose of the GaDOE Induction Guidance is to provide Georgia districts and schools guidance in the creation, implementation, and sustainability of high-quality induction programs. Collectively, the domains of the GaDOE Teacher and Leader Induction Guidance provide multiple layers and types of support.

The Teacher and Leader Induction Guidance documents were developed as a component of Georgia’s Race to the Top initiative in 2011-12 by a 50-member P-20 task force. This work was co-facilitated by the Georgia Professional Standards Commission and the Georgia Department of Education. In 2016, a P-20 task force convened to review and provide feedback for revisions and alignment to current initiatives. The document was refreshed in 2017 and updated based on the task force’s recommendations.

Teacher Induction Tools and Resources

- Teacher Induction Fact Sheet 2018 (PDF)
- Teacher Induction Guidance 2018 (PDF)
- Teacher Induction Process Cycle 2018 (PDF)
- Goal Setting Worksheet 2018 (WORD)
- Assessing Teacher Induction Program 2018 (PDF)
GaDOE Induction Tools and Resources

- Teacher and Leader Induction Guidance
- Process for the Creation, Implementation and Sustaining High-Quality Induction Programs
- Goal-setting and Self-assessment Documents
- Reflective Questions to Guide Targeted Discussions
- Teacher and Leader Mentor PL Modules
Levels of Technical Assistance

- Virtual Planning
- Onsite District Visit
- RESA Level
- P20 Induction Collaboratives
- Georgia Induction Summit:
  May 1, 2020
A Regional P-20 Collaborative Approach to Provide Support for High-Quality Induction
Georgia Practitioners

Teacher Induction – Michelle Sherman, Assistant Superintendent, Columbia County
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Leader Induction – Mark Morgan, Assistant Superintendent, Berrien County
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Handouts

- FROM SURVIVING TO THRIVING: THE PHASES OF FIRST-YEAR TEACHING
- ROLE of the PRINCIPAL in BEGINNING TEACHER INDUCTION

https://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/Teacher-and-Principal-Induction-Guidelines-.aspx
Who Do I Contact?
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YOU CALL, WE HAUL

MANY THANKS!