

Teacher and Leader Support and Development

Process for the Creation, Development and Implementation of an Effective Teacher Induction Program

GaDOE Overarching Goal for Georgia Districts and Schools: To provide guidance for a quality teacher induction program that supports the induction phase teacher learning, retention, and student learning and growth.

Phase 1 - Initial Induction Conversation

Step 1: Review the Roles and Responsibility domain of the [GaDOE Induction Guidance](#)

Step 2: Discuss current induction practices, identifying strengths and next steps for each member of the Teacher Induction Team.

Phase 2 - Developing/Revising an Effective Teacher Induction Plan

Step 3: Develop and/or revise current plan to ensure an effective teacher induction plan is created and aligned to the GaDOE Induction Guidance. How will your district respond to each of the domains and components in the GaDOE Teacher Induction Guidance?

*Reflective questions for each domain are provided to assist with your conversations.

Step 4: Establish Smart Goals on [Goal Setting Worksheet](#).

Where do we want to go? (1-2 goals or suggested)

- Specific and Strategic
- Measurable
- Attainable
- Results-based and Relevant
- Time-bound

Step 5: Identify actions and strategies for goals.

Step 6: Determine timeline and responsibilities.

Step 7: Determine artifacts and evidences for monitoring.

Phase 3 - Implementing the Plan – [Teacher Implementation Guide](#) **(GaDOE Teacher Guidance Crosswalk with New Teacher Center Induction Standards)**

Phase 4 – Monitoring the Plan

Step 8: Implement and Monitor the Plan.

- How will we monitor implementation and impact?
- What data will we collect?
- What will we look for to determine quality?
- How will data be gathered?
- Who will gather the data?
- When will data be gathered?

Phase 5 – Evaluating the Induction Program

Step 9: Reflect, review and revise where needed.

Step 10: Evaluate the effectiveness of induction program and develop goals for upcoming year.
[Assessing the Teacher Induction Program.](#)

Phase 6: In planning for year Two and Beyond: Repeat the continuous improvement cycle provided in this document.