

Development and Implementation of an Effective Teacher Induction Program Process Cycle

Overarching Goal for Georgia Districts and Schools: To provide quality induction programs that support induction phase teacher and leader learning, retention, and student learning and growth.

Phase 1 - Initial Induction Conversation

Step 1: Review the [Teacher Induction Guidance Self-Assessment](#).

Step 2: Discuss current induction practices, identifying strengths and next steps for each domain in the [Teacher Induction Guidance](#).

Phase 2 - Developing Effective Teacher and Leader Induction Plans

Step 3: Develop an effective teacher and leader induction plan aligned to the GaDOE Induction Guidance (To begin the development of induction plans or revision of current plans identify the district roles and responsibilities (Roles and Responsibilities domain GaDOE Induction Guidance). How will your district respond to each of the domains and components in the GaDOE Teacher and Leader Induction Guidance? *Most districts begin with developing or revising their teacher induction programs.

Step 4: Establish Smart Goals on [District Goal Setting Worksheet](#).
Where do we want to go? (1-2 goals for teacher and 1-2 goals for leader induction)

- 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

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 Teacher Induction Program.](#)

Phase 6: Year Two and Beyond: Repeat the continuous improvement cycle provided above.