

# GaPSC Certification & Program Officials Conference

*“Partnership Success Stories: Supporting Induction”*

October 24, 2019

<https://www.gapsc.com/Commission/Media/DocsPresentations.aspx>

#GaPSCDrive-In19



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# Savannah Chatham County Public School System (SCCPSS)

## THRIVE! University

### HR Division- Professional Learning Department

School and District-Wide Professional Development: Induction and Job-Embedded

Discovery

Application

Achievement

#### Induction (Teacher)

SOFIE  
System Orientation  
for Incoming Educators

- Tiered
- Job Embedded

THRIVE!  
• Tiered Induction  
• Job Embedded

#### All New District Employees

##### Onboarding

Professional Development

- Yearlong
- Monthly

Support to District and School Level Professional Development

#### TEACH Savannah Learning Academy

Teach Savannah Learning Academy GaTAPP (TSLA)

Teacher Certification Program of Study

#### Induction (Leader)

Leadership Programs

- Tiered Induction
- Job Embedded Development

Accelerated Teacher Leadership Program (ATLP)

Assistant Principals Leadership Academy (APLA)

Aspiring Principals Leadership Program (APLP)

Principals Induction Program (PIP)

District Leaders Academy (DLA)

#### Teacher and Leader Development and Support

##### Prescriptive

##### Observations

PLP/PLG Support (TKES, LKES)

##### Ongoing PD

Professional Learning Communities  
School Development

District Planning Days  
Staff Planning Days

#### Ongoing Development and Support

##### Certified

##### Classified

Support to District and School Level Professional Development

#### Endorsements

##### Gifted

##### ESOL

Urban Studies  
(Coming Soon)

# SOFIE

## System Orientation for Incoming Educators

- **District Level Orientation - 3.5 Days**
- **School Level Orientation – 1.5 Days prior to Pre-Planning**
- **SOFIE participants include - new educators, school social workers, media specialist, and counselors**

<b>Job Embedded Professional Development</b>	
<ul style="list-style-type: none"><li>▪ <b>Classroom Management</b></li><li>▪ <b>Differentiated Instruction</b></li><li>▪ <b>Lesson Planning</b></li><li>▪ <b>First-day Procedures</b></li><li>▪ <b>Discipline Management</b></li><li>▪ <b>Disproportionality</b></li><li>▪ <b>Organization Strategies</b></li></ul>	<ul style="list-style-type: none"><li>▪ <b>Time Management</b></li><li>▪ <b>Instructional Strategies</b></li><li>▪ <b>Technology Management</b></li><li>▪ <b>Poverty Simulation</b></li><li>▪ <b>Content Training</b></li><li>▪ <b>Job Specific Orientation</b></li><li>▪ <b>Choice Sessions</b></li></ul>

# Critical Partners and Key Stakeholders

## SOFIE

### District and State Levels

- Human Resources
- Professional Learning
- Academic Affairs
- Campus Police
- Technology Department
- Teacher Specialists: SPED, Speech/Language, Visual Arts, Performing Arts, World Languages, PE, CTAE and PreK
- Program Managers
- Instructional Coaches
- School Improvement Specialists
- External Partners:
  - RESAs
  - Community
  - Ga PSC
  - Ga DOE
  - TRS

### School Level

Principals and Admin Teams

Induction Specialists

Induction Mentors

Teacher Leaders

Academic Coaches

# THRIVE!

## Induction Phase Teachers

- **Systematic District Level Support and Ongoing Job-Embedded Professional Development over a three-year period in THRIVE! 1, 2 & 3**
- **Progressive induction stages support teachers in their growth and development**
- **Induction teachers are supported by district coordinators and site-based specialists and mentors in their professional development on the way to becoming effective educators.**

# Critical Partners and Key Stakeholders THRIVE!

## District and State Levels

- Human Resources
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- Academic Affairs
- Educational Services
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- Program Managers
- Instructional Coaches
- School Improvement Specialists
- External Partners:
  - RESAs
  - Community
  - Ga PSC
  - Ga DOE

## School Level

- Principals and Admin Teams
- Induction Specialists
- Induction Mentors
- Teacher Leaders
- Academic Coaches
- THRIVE! Teachers

# Orientation and Onboarding Induction for New Employees

- **Orientation**
  - Orientation to new job, district and learning community
- **Onboarding**
  - Onboarding process to convey the district's values and culture, align expectations for performance, and provide essential resources for successful assimilation to new roles and responsibilities.
- **Onboarding Professional Development Topics**
  - District Welcome (Superintendent and BOE Members)
  - Child Abuse & Mandated Reporting
  - Suicide Prevention
  - Ethics
  - Employee Benefits
  - Professional Learning
  - Evaluation

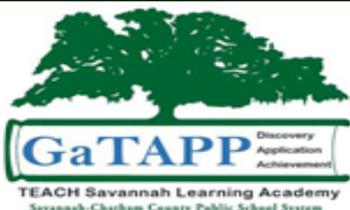
# Critical Partners and Key Stakeholders Orientation & Onboarding

## District

- Human Resources
- Professional Learning
- Academic Affairs
- Teacher Specialists
- Program Managers
- Instructional Coaches
- Social Workers

## School Level

Principals and Admin Teams  
Induction Specialists  
Induction Mentors  
Teacher Leaders  
Academic Coaches  
All Onboarding Participants



**TEACH Savannah Learning Academy  
Alternative Certification  
Program of Study - Individual Induction Plan (IIP)**

**TEACH Savannah Learning Academy**

**Discovery**  
*(Ignite the Passion)*  
Depth of Content Knowledge

- Content Knowledge\***
- Standards
  - Discipline-Specific Strategies
  - Ethical Knowledge

- Key Assessments\***
- GACE Content
  - Professional Dispositions Process\*
  - Eligibility Essentials
  - CST Goal-Driven Learning
  - Monthly PLCs
  - THRIVE
  - ITO

**Application**  
*(For Teaching & Learning)*  
Intuitive Reflective Practice

- Instructional Practices\***
- Planning
  - Implementation

- Learner & Learning (Reflective Practice)\***
- Context for Learning
  - Classroom Culture
  - Learning Environment

- Key Assessments\***
- edTPA
  - Danielson (Summative) Process\*
  - CST Discussions
    - Clinical Supervisors
    - Program Mentors
    - Administrators
  - TAPS
  - Focused Walkthroughs
  - Danielson (Formative)
  - Impact Cycles

**Achievement**  
*(At High Levels)*  
Student-School-District

- Professional Responsibility\***
- Impact on Student Achievement
  - Teaching & Learning at High Levels
  - Program Purpose

- Key Assessments\***
- TAPS
  - IIP Portfolio
  - Process\*
  - Transition Checkpoints
  - Formal & Informal Partnership Communication
  - Quality Assurance
  - Program Impact
    - Candidates
    - Students
    - Schools

# Critical Partners and Key Stakeholders Teach Savannah Learning Academy

## District and State Levels

- Human Resources
- Academic Affairs
- Teacher Specialists
- Program Managers
- Instructional Coaches
- External Partners:
  - RESAs
  - Community
  - Ga PSC
  - Ga DOE
  - Advisory Team Members

## School Level

Principals and Admin Teams  
CST (Candidate Support Teams)  
Induction Specialists  
Induction Mentors  
GaTAPP Supervisors  
Teacher Leaders  
Academic Coaches  
GaTAPP Teachers  
THRIVE! Teachers

# **Leadership Induction and Development**

## **Assistant Principal Leadership Academy**

- **Induction orientation, training, and support for new APs**
- **Tiered professional development with established attendance requirements**
- **Professional development opportunities based on collaborative input, evaluation survey results, and input from Division Chiefs and Executive Directors**
- **Differentiated professional development designed to meet individual needs**

# **Leadership Induction and Development**

## **Assistant Principal Leadership Academy**

### **Professional Learning Experiences**

- **Orientation and Job embedded On-Boarding**
- **ASAP- Accelerated School Administrator Program**
- **In-Basket Leadership Scenarios**
- **Hands-on Focused Leadership Development**
- **Lunch and Learn Conferences**
- **Round Table Talks**
- **Leadership Development Presentations**

# Critical Partners and Key Stakeholders

## Leadership Induction and Development

### Assistant Principals Leadership Academy

#### District and State Levels

- Human Resources
- Professional Learning
- Academic Affairs
- Teacher Specialists
- Program Managers
- Instructional Coaches
- Educational Services
- Campus Police
- Experienced Principals
- External Partners:
  - RESAs
  - Community
  - Ga PSC
  - Ga DOE
  - Advisory Team Members
  - ASAP

#### School Level

Principals and Admin Teams

Induction Specialists

Induction Mentors

Teacher Leaders

Academic Coaches

AP Mentors

Assistant Principals

# Leadership Induction and Development

## Principal Induction Program

Differentiated Professional Development  
For New, Developing, and Veteran Principals

### Individualized Mentor Support

- **Current Principals (*3-4 years of experience*)**
- **Retired Principals (*1-2 years of experience*)**
- **Coordinated by a Teacher and Leader Induction Program Manager, Lead Mentor, and Professional Learning Specialist**

# **Leadership Induction and Development **Principal Induction Program****

## **Differentiated Professional Learning Experiences**

- **Leader Keys Effectiveness System (LKES) Standards with input from Executive Directors, Principals, Survey Results, and Support Team Meetings**
- **Taught by leading Principals, GA-DOE/RESA Specialists, State Specialists, School District Administrators, and Leadership Consultants**
- **Coaching, Instructional leadership, Roundtable Leadership Topics, Data and Assessment, Facilities Management, Finance and Personnel Management**
- **Leadership Series - Lead Principals and District Administrators from across the state present on best practices**
- **Accelerated School Administrator Program (ASAP) Case Studies**

# Critical Partners and Key Stakeholders

## Principal Induction Program

### District and State Levels

- Human Resources
- Professional Learning
- Academic Affairs
- Teacher Specialists
- Program Managers
- Instructional Coaches
- Educational Services
- Experienced Principals
- External Partners:
  - RESAs
  - Community
  - Ga PSC
  - Ga DOE
  - Advisory Team Members

### School Level

Principals and Admin Teams

Induction Specialists

Induction Mentors

Teacher Leaders

Academic Coaches

Principal Mentors

# **Leadership Development Programs**

## **Accelerated Teacher Leadership Program**

### **(Teacher Leader - Pipeline Initiative)**

#### **Bridge the Gap Between Theory and Practice**

- **Teacher leaders are recommended by principals based on selection criteria**
- **The Chief of Schools, Chief of Educational Services, and Executive Directors select participants**

# **Leadership Development Programs**

## **Accelerated Teacher Leadership Program (Teacher Leader - Pipeline Initiative)**

### **Professional Learning Experiences**

- **Monthly PLCs**
- **Accelerated School Administrator Program (ASAP) Assessment**
- **Performance Based School Learning (PBSL) Project**
- **Four-month Field Experience**
- **Administrative/District Shadow Experience**
- **Culminating Presentation to ATLP Cohort Participants**
- **Reflective Writing Sample**
- **Resume Review and Mock Interviews (Voluntary)**

# Critical Partners and Key Stakeholders

## Accelerated Teacher Leadership Program

### District and State Levels

- Human Resources
- Professional Learning
- Academic Affairs
- Campus Police
- Data and Accountability
- Communications
- Teacher Specialists
- Program Managers
- Instructional Coaches
- Educational Services
- External Partners:
  - RESAs
  - Community
  - Colleges/Universities

### School Level

- Principals and Admin Teams
- Induction Specialists
- Teacher Leaders
- Academic Coaches
- Former Participants

# Leadership Development Programs

## Aspiring Principal Leadership Program (Assistant Principal - Pipeline Initiative)

### AP Participants

Have 3 or more successful years of experience

### Apprenticeship and Residency Participants

Selected by Executive Directors

- Three or more successful years of experience
- Highly effective in their roles as Assistant Principals
- Consistent performance at LKES level 3 and 4
- Provide training and serve in roles at the school and district levels
- Aspire to be a Principal or to serve in a district level leadership role

# Leadership Development Programs

## Aspiring Principal Leadership Program (Assistant Principal - Pipeline Initiative)

### Extensive Leadership Development

#### AP Leadership Training

- Accelerated School Administrator Program (ASAP) Assessment
- Administrative Writing
- Public Speaking
- Portfolio Development
- 100-Day Entry Plan Development
- Interview Skill Development
- Mock Interview Simulation

#### AP Residency Experience

- Principal's Network and/or Level-Alike Cluster Meetings
- Performance Based School Leadership Project
- Reflective Writing Sample
- Three-week Residential Internship
- Resume Review and Mock Interviews

# Critical Partners and Key Stakeholders

## Aspiring Principals Leadership Program

### District and State Levels

- Professional Learning
- Academic Affairs
- Campus Police
- Data and Accountability
- Communications
- Teacher Specialists
- Program Managers
- Instructional Coaches
- Educational Services
- Mentor Schools
- Resident Principals
- External Partners:
  - RESAs
  - Community
  - Colleges/Universities

### School Level

Principals and Admin Teams

Induction Specialists

Induction Mentors

Teacher Leaders

Academic Coaches

AP Mentors

# District Leadership Academy

- A five-month leadership development program available to district program managers or others who are selected by Senior Directors or Executive Directors
- **Professional Development**
  - Provides a set of principles, skills, and strategies that are critical to individuals who serve in leadership roles and manage other staff
  - Increases the proficiency of leaders through
    - self-assessment
    - skills development
    - active engagement
    - face-to-face
    - online instruction

# Critical Partners and Key Stakeholders

## District Leadership Academy

### District and State Levels

- Professional Learning
- Academic Affairs
- Teacher Specialists
- Program Managers
- Instructional Coaches
- Educational Services
- External Partners:
  - Online Resource Program Partners
  - Community

### School Level

Principals and Admin Teams

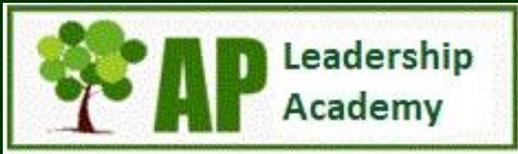
Teacher Leaders

Academic Coaches

# Program Evaluation

## Examples

Teacher Induction Program: SOFIE/THRIVE!  
Accelerated Teacher Leadership  
Principal Induction Program  
Assistant Principal Leadership Academy  
Aspiring Principal Leadership Program  
End of the Year Program Survey



# Program Evaluation

## Moving forward - Next Steps in Collaborative Partnership

### Electronic Program Evaluation Sources

- Quizizz, Quizlet, Kahoot, Edmodo, Book Creator, Seesaw, Plickers, Google Forms, Socrative, Ed Puzzle, Formative, PlayPosit, Flipgrid, Nearpod, Pear Deck, Select Survey and more...
- Collect real-time formative assessment data with and without devices.

### Continuous Improvement with Data Analysis

- Collaborative program evaluation with statistical experts to assist in data analysis
- Review trend data with Higher Ed partner
- Quarterly collaborative review of PLC evaluation
- Data analysis with school and district level stakeholders
  - Induction Specialists
  - EDs
  - Professional Learning
  - Human Resources
  - Principals
  - Others



# Lessons Learned

## Continuous Improvement Process

- **Evaluation surveys must be implemented with each program and trends used to improve the ongoing development (while the program is in progress)**
- **Build capacity of teachers, teacher leaders and administrators. Provide opportunities for ongoing growth and development.**
- **Programs created and implemented must tie together (create a road map) as a seamless professional development process:**
  - **Meaningful and effective Induction, onboarding, job-embedded training and ongoing professional development**

# Lessons Learned

## Non-Negotiables

### Essentials

- **Creation of program support resources**
  - **handbooks/guides**
  - **newsletter**
- **Effective support (mentors)**
- **Acclimation into the school culture leads to more successful outcomes**
- **Celebration of small victories**
- **Administrative support of professional development**
- **Administrative commitment to their own development**
- **Alignment with the Superintendent's vision**

# Questions? Email your Questions

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