

# Forsyth Teacher Academy

## *Induction Program*

Our induction program is aligned to the [FCS Learner Profile](#) and [District Vision, Mission, Beliefs](#); as well as the Georgia Department of Education's [Georgia Induction Guidance](#).

1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> year teachers, teachers new to Georgia or Forsyth, and FCS teachers new to a school or position are all considered induction phase teachers and receive support through our district and school induction programs.

School and District Induction Plans support School and District Improvement Plans.

### **Beliefs**

Our induction phase teachers have a diverse range of knowledge, skills, dispositions, and degrees of leadership.

Personalized induction is the best way for induction teams to honor that diversity and positively impact our retention of high-quality teachers.

Induction teachers can positively impact student achievement.

<b>New Teachers</b>	<b>Focus</b> Year 1: Developing the depth and breadth of your content knowledge and proficiency using content-specific strategies Year 2: Developing organization, time management, classroom management Year 3: Developing Research-based Strategies and Data-informed Decision Making <b>Support</b> Year 1: One-to-one support from a carefully chosen mentor and participation in a school-based New Teacher PLC Year 2: Participation in a Year 2 PLC, led by a teacher leader at your school with organization, time management, and classroom management expertise Year 3: Participation in a Year 3 PLC, led by a teacher leader at your school with research & data expertise
---------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

	<p><b><i>Our new teacher mentors ...</i></b></p> <p>LOVE teaching</p> <p>are consciously competent</p> <p>remind their mentees about what's possible</p> <p>effectively help their mentees problem solve</p> <p>are optimistic about the future</p> <p>manage their time, so there is dedicated time for their mentee</p> <p>compliment, reward, share</p> <p>have confidence in themselves and their mentees</p> <p>are fully present, interested, and interesting</p> <p>have fun, laugh, and enjoy their vocation as lead learners</p>
<p><b>Experienced Teachers</b></p>	<p><b>Initiatives &amp; Methods</b></p> <p>We help our experienced teachers pursue continuous learning in a meaningful way getting them involved in advancing our priorities, goals, mission, vision.</p> <p><b>Targeted Transition Support</b></p> <p>We focus on the kind and level of support our experienced teachers need to embrace innovation whether they are new to Georgia or Forsyth, transferring to a new school within our district, or changing positions.</p> <p><b>School Culture &amp; Climate</b></p> <p>We enrich our experienced teachers in a way that allows them to engage and contribute, maintain their identity and use their unique gifts, skills sets, and perspectives to enhance our school culture and climate.</p> <p><b>Mentor Options</b></p> <p>We strive to provide a variety of mentoring options for experienced teachers that facilitate effective mentor-mentee interaction, including traditional and virtual support.</p>

Questions? Contact **Michele Dugan**, Alternative Certification & Induction Coordinator  
(770)887-2461 ext. 202151 [mdugan@forsyth.k12.ga.us](mailto:mdugan@forsyth.k12.ga.us)