

Mentor/Induction Program Plans

Project GOAL is Garland ISD's one year mentoring program that helps beginning teachers with less than a year of experience build a foundation for success through:

- extended training
- a support system, and
- sustained professional development

Goals of the Program

- Ease the transition of beginning teachers into Garland ISD
- Promote personal and professional well-being
- Enhance teaching performance
- Provide support and accountability
- Provide ongoing professional development throughout the year
- Encourage beginning teachers to stay in the district and in the teaching profession

Program Components

- District Orientation
- Mentor/ Mentee kickoff breakfast
- Fall and Spring Release days (observations) 1-fall; 1- spring
- Quarterly Beginning teacher Professional Learning Community Meetings 1 Professional Development hour/each)
- Mid-year meeting
- Year-end celebration

Mentor Support

- Weekly meetings
- Guidance and support
- Instructional collaboration
- Observations to provide tips and concrete strategies for improvement
- Quarterly assessments

Additionally, teachers who are new to Garland are also part of the New Teacher Academy, where they are paired with a veteran teacher who checks in with them monthly to make sure they are kept up-to-date with school-specific procedures and protocols. For teachers who are new to the profession that are part of ECHS, Garland has an ECHS PLC where we discuss things pertinent to ECHS students and strategies to increase the rigor and accelerate skill

growth.