

### **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 of veteran teachers and administrators,
- ❖ sustained professional development Goals of the Program

#### 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 Rowlett High School are also part of the New To The Nest Mentoring program, where they are paired with a veteran teacher who checks in with them weekly 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, Rowlett High School will PLC with ECHS teachers and their content area as well to provide additional support.