Professional Growth of Teachers

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|  | Induction | Mentoring | APRs | Observation Program | Walk throughs |
| Purpose | * **To support new**   **Teachers** | * **To support beginning**   **and early career**  **teachers** | * **To plan**   **professional**  **goals for the**  **year** | * **To gather data**   **around Visible**  **Learning**  **• To reflect on the practice of colleagues** | **• To ensure consistency of**  **practice.** |
| Goals | **• Build confidence and**  **competency in the written**  **and acted curriculum** | **• Build confidence and**  **competency in the written**  **and acted curriculum** | **• Complete an APR**  **with their Line**  **manager.** | * **Engage with the**   **observation process and**  **receive feedback**  **from**  **their partner/s.** | **• Observations informally**  **conducted by Leadership**  **• Focus closely aligned to AIP** |
| Strategies | **• Observation and feedback**  **Within the first term**  **• Fortnightly meetings for the first term**  **aligned with ATSIL**  **standards** | **• Observation and feedback**  **of instruction by mentor**  **• Fortnightly meetings**  **aligned with ATSIL**  **standards** | **• Monitoring of**  **implementation and support are provided**  **though Line Managers** | * **Time allocated for the completion of peer observations each semester**   **• Observation and feedback**  **forms aligned with AIP** | **• Consistent approach**  **to doing walkthroughs.** |