



Program Overview

Michele Warren - District Coordinator

Mission

The mission of Project Goal, Garland ISD's new teacher induction and mentor program, is to employ district teacher leaders to assist new educators in the first and second years of teaching. The program was designed to support novice teachers in utilizing campus and district resources, integrating effective teaching practices, establishing rapport with students, peers and parents, maintaining a positive outlook, celebrating success, as well as overcoming challenges. Additionally, the program will assist in retaining high quality educators in order to grow and develop the next generation of mentors.

Goal

The aim of Project Goal is to cultivate academic leaders, enhance teaching performance and positively impact student achievement through mentorship.

Overview

- Lead mentors are designated teacher leaders who help facilitate and maintain our district's new teacher induction and mentoring program, on a campus or within a campus cohort. Lead Mentors receive a \$500 stipend and act as a liaison between the Teaching and Learning Development Department and campus participants.
 - One Lead Mentor will be assigned per low-performing, high-turnover campus in an effort to improve teacher retention at identified schools.
 - Lead Mentors at non-target schools will manage a campus cohort. These campuses will be grouped by geographic proximity.
- Teacher Mentors will provide effective support for their first year teachers, meet with their mentees weekly, and will facilitate one observation in which the new teacher will observe a Master Teacher. Teacher Mentors will receive a stipend of \$200 per semester,
- The Teaching and Learning Development Department will meet with Lead Mentors four times a year and as needed. TLD will also provide Lead Mentors with program updates via Google Classroom.
- In the spirit of continuous improvement, middle-of-the-year (MOY) and end-of-the-year (EOY) surveys will be taken by all stakeholders, including mentors and mentees, to monitor the program's effectiveness.

Lead Mentors

- Lead mentors conduct four campus meetings per school year, in which they discuss program facilitation, pedagogy, data driven instruction, academic coaching, etc. by the Teaching and Learning Development Department with both year 1 and year 2 teachers. These meetings may be virtual for the 2020-21 school year.
- Lead Mentors support Teacher Mentors, FYTs and 2YTs.

- They help mitigate mentor/ mentee challenges that might arise.
- Lead mentors meet with second year teachers every other week. These meetings may be a combination of face-to-face and virtual.
- They inform FYTs and 2YTs about available professional development sessions.

Teacher Mentors

- Teacher Mentors meet with their first year mentees once-a-week. Meeting accountability is tracked through a Google Form that is sent to the Teaching and Learning Department. TLD will suggest meeting topics in order to ensure new teachers receive targeted support.
- ~~Mentors facilitate one observation per year, with their first year mentee.~~ As of now, teacher observations are on hold until further notice.

First Year Teachers (FYT)

- FYTs meet with their mentors once a week.
- FYTs will complete one observation facilitated by the Teacher Mentor. The mentee's observation reflection will be turned in via Google Classroom.
- FYTs will attend two full days of onboarding during New Employee Orientation and Curriculum Bootcamp. These professional development sessions will cover pertinent topics such as: T-Tess, online curriculum, Skyward, Performance Matters, digital learning, special education, sheltered instruction, etc.
- FYTs will have the opportunity to attend professional learning events during the school year.
 - In August and September, they will attend Lead4ward First Year Teacher Induction Academy.
 - FYTs may attend "Third Thursday" professional development sessions offered by the Teaching and Learning Development Department.
 - FYTs may attend professional learning sessions based on their individual needs such as behavior management, Skyward, Performance Matters, SSI, etc.

Second Year Teachers (2YT)

- FYTs meet with Lead Mentors every other week. These meetings may be a combination of face-to-face and virtual.
- 2YTs will have the opportunity to attend professional learning events during the school year.
 - 2YTs may attend targeted professional development sessions offered by the Teaching and Learning Development Department.
 - 2YTs may attend professional learning sessions based on their individual needs such as behavior management, Skyward, Performance Matters, SSI, etc.

Teaching and Learning Development Department

- The Teaching and Learning Dept. conducts all Lead Mentor meetings and provides support to improve campus implementation.
- The Teaching and Learning Dept. communicates expectations for all stakeholders.
- TLD monitors the program's effectiveness, and adjusts as necessary.



SGHS New Teacher Academy

Who?

- Mentees: teachers who are new to SGHS, whether they're a 1st year teacher or in the 25th year.
- Mentors: Veterans at SGHS

What?

- Mentor and Mentee meet at least once month to go over processes and procedures specific to South
- Mentors send reminders about upcoming due dates.
- Mentors teach the traditions at South to the Mentees.