

GSLA Induction Support Leader

The Governor's School Leadership Academy (GSLA) Induction Support Leader (ISL) program is available to Georgia's public schools/districts at no cost and is designed to provide targeted professional learning and coaching support to those who support induction programming and induction teachers at the district- and school-level to address the Governor's priority of investing in educators to improve retention rates of highly effective teachers in Georgia.

PROGRAM PURPOSE: The purpose of the GSLA Induction Support Leader Program is to offer authentic learning experiences to those who support induction teachers and induction programs; deepen participants' understanding of essential and effective components within induction programs; and provide opportunities where participants are empowered to plan, implement, reflect on, and evaluate significant actions to positively impact their induction teacher community members and strengthen the teacher workforce.

PROGRAM EXPERIENCE:

Professional Learning Workshops: Engage with other leaders to connect theory and research with practice; explore and apply evidence-based resources that align with guidance from GaDOE and The New Teacher Center; and develop effective and efficient systems of induction programming to increase teacher retention and positive impact on student outcomes.

Participants will explore the following topics and examine their school/district teacher induction programs to determine areas of need, refinement, and extension:

- **7 Components of Effective Teacher Induction Programs** (as provided in GaDOE Teacher Induction Guidance): *Roles and Responsibilities, Leadership and Organizational Structures, Mentoring, Orientation, Ongoing Performance Assessment, Professional Learning, Program Evaluation*
- **Clarifying teacher induction program goals, expectations, and needs**
- **Mentoring to support teacher retention for teachers at all stages of their careers**
- **Addressing challenges facing induction-phase teachers**
- **Personalized professional learning and support for induction-phase teachers and mentors**
- **Effective Mentoring Programs** - *For those serving as mentors, ISL program professional learning and coaching includes support for targeted skills and competencies related to effective mentoring.*
- **Exploring CliftonStrengths**

Coaching Engagement: Designed to provide non-evaluative support to address individual goals as well as provide space for small group coaching to examine problems of practice.

Opportunities for Statewide Networking: As part of a statewide community of learners and leaders, participants will be able to network and collaborate with other education professionals around the state.

NOTE: As a participant in the GSLA Induction Support Leader program cohort, you can request that your induction-teachers join the GSLA Induction Teacher cohort at no cost. If you would like to use GSLA Induction Support programming as part of a district-wide initiative, please contact Kimberly Creagh, Senior Program Manager, GSLA Induction Support Programs at Kimberly.creagh@gosa.ga.gov.

Are you ready to apply for the 2024-2025 GSLA Induction Support Leader Cohort?

[Click here for more information and to apply!](#)



Who should participate?

To be eligible for the statewide cohort, candidates:

- Must complete and submit an application to the program; AND
- Must be working full-time in a Georgia K-12 public school or district, OR work at a RESA (GaTAPP Coordinator, Professional Learning Coordinator, or similar capacity), OR work in Higher Education supporting pre-service/induction teachers; AND
- Must be interested in or responsible for working with induction programming or supporting induction-level teachers (District or school-based induction support leaders and teacher induction team members, mentors, GaTAPP Coordinators, etc.).

What are the expectations?

Participants will:

- Attend and actively engage in professional learning sessions.
 - In-person, one-day PL Sessions (Offered at regional locations)
 - 2024-2025 schedule: July, September, November, January, March
 - Virtual Choice sessions
 - 2024-2025 schedule: October, December, February
 - Asynchronous virtual modules – On demand options available through GSLA Canvas
 - GSLA Summit at end of the cohort year
- Explore, plan, develop, and implement practices to address self-determined area of need or focus.
- Engage in monthly non-evaluative coaching support sessions with a GSLA coach. The purpose of the monthly coaching interactions is to provide 1:1 coaching support to each participant around their self-identified area of focus and individual professional goals.
- Use their GSLA experience to complete a “Capstone” project addressing a self-determined professional goal and aligned to their individual context and needs. Note: This will be embedded in the professional learning sessions and coaching interactions and should align with participants’ current roles and responsibilities.

FAQ

Can schools/districts send a team together through the program? *Yes! GSLA is designed as a collaborative learning experience, and bringing a team will allow for deeper conversations and more sustainable impact.*

How much does it cost to participate? *The GSLA is a state funded program (line item in the state budget) and is available at no cost to participants.*

Is GSLA an endorsement program? *As part of a state agency, we are not allowed to be a program provider, so it is not an endorsement program. However, participants are encouraged to use their participation in the statewide GSLA network of professional educators as part of their ongoing professional development and career advancement.*

If you have any questions, please contact Kimberly Creagh, Senior Program Manager, GSLA Induction Support Programs at Kimberly.creagh@gosa.ga.gov.

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