

# Innovative Induction Program for Teachers

Phase	Type		Themes
<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Early</li> <li><input checked="" type="checkbox"/> Implementation</li> <li><input checked="" type="checkbox"/> Consolidation</li> </ul>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Strategy</li> <li><input type="checkbox"/> Tool</li> </ul>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Collaboration &amp; teamwork</li> <li><input checked="" type="checkbox"/> Curriculum</li> <li><input checked="" type="checkbox"/> Design affordances</li> <li><input checked="" type="checkbox"/> Design &amp; process</li> <li><input checked="" type="checkbox"/> Evaluation</li> <li><input checked="" type="checkbox"/> Leadership &amp; change</li> <li><input checked="" type="checkbox"/> Pedagogy</li> </ul>	<ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Professional development &amp; support</li> <li><input checked="" type="checkbox"/> School structures &amp; organisation</li> <li><input checked="" type="checkbox"/> Spatial competencies</li> <li><input checked="" type="checkbox"/> Student experience</li> <li><input checked="" type="checkbox"/> Teacher experience</li> <li><input checked="" type="checkbox"/> Technology</li> <li><input checked="" type="checkbox"/> Time</li> </ul>

## What does this do?

An induction program is a process used by schools for new educators to introduce them to the school environment and prepare them for their role. The Innovative Induction Program for Teachers aims to provide support for new educators who are entering into an innovative learning environment for the first time by outlining resources that can be used to create effective learning spaces.

## How can it help?

Participating in an Innovative Induction Program for Teachers can help new educators to effectively integrate into an innovative learning environment, particularly those who are entering into, or teaching in, an innovative learning environment for the first time. Depending on the induction program outlined by a specific school, this can include observing peers teaching in an innovative learning space, as well as site tours to other schools that are currently implementing innovative learning environments.

## An example in practice

The Australian Mathematics and Science School has developed an Early Career Teacher Program that provides support for teachers in their first five years of teaching. Early career teachers are allocated a coach/mentor to work with throughout the year. Activities include whole group meetings, one-on-one meetings, teacher observation (by mentors) with the use of an observation tool adapted from The Australian Institute for Teaching and School Leadership (AITSL). This program can be adapted to support educators who are entering into an innovative learning environment.

## Where can I find this?<sup>1</sup>

For more information about professional learning programs offered at the Australian Science and Mathematics School, please visit <https://pl.asms.sa.edu.au/>

The Australian Institute for Teaching and School Leadership (AITSL) has provided six case studies around innovative approaches to induction. This is freely available on their website:

<https://www.aitsl.edu.au/tools-resources/resource/innovative-case-studies--narrative>

For government schools, general information around inductions can be found on the appropriate state government website.

Induction information for Victorian government schools can be accessed here

<https://www.education.vic.gov.au/school/teachers/profdev/Pages/induction.aspx>

[Correct as at 15 April 2020].

The Innovative Induction Program for Teachers can be complemented by engaging in peer observations (refer to S0006 - Peer Observation and T0010 - Peer Observation Guide for Teachers) and site tours (refer to S0007 - Curated Site Tours).

1. All Spatial Transition Pathway 'Strategies and Tools' are licensed under a Creative Commons Attribution-Non Commercial 4.0 International License and available from [iletc.com.au](http://iletc.com.au)

