



Frequently asked questions about Teacher Induction....

- **What is an Induction-Phase teacher?**
 - *Teachers within the first 3 years of Teaching are considered Induction-Phase teachers. Also, any teacher who is new to the district and/or your school site is considered an Induction-Phase Teacher.*
- **So, a veteran teacher who transferred to my school from Clayton County School District is considered an Induction-Phase Teacher? Or a veteran teacher who worked in APS at another school site, is also considered an Induction-Phase Teacher?**
 - *Yes and Yes! Both teachers are considered Induction-Phase Teachers; however they may not need as much support as an Induction-Phase Teacher who is new to the profession. Our team will support your Campus-Based Lead Mentor to formulate a differentiated plan for veteran teachers who are new to your school-site and/or the district.*
- **I have a Teacher who was at my school site as a Paraprofessional, is that person considered an Induction-Phase teacher?**
 - *Yes! If the person served as a Paraprofessional, Teacher Resident, or Long-Term Substitute, but never worked as a Certified Teacher (or the “Teacher of Record”) this person is an Induction-Phase Teacher*
- **So, what about a long-term substitute or paraprofessional who has taught previously and switched into the role of paraprofessional or substitute teacher...Would this person be an Induction-Phase teacher?**
 - *Maybe, depending on more detailed information this person MAY or MAY NOT be considered an Induction-Phase Teacher. Consult your District Mentor for more information and clarification.*
- **Who will a District Mentor support at my school site? How will this differ from my Campus-Based Lead Mentor’s support?**

- *District Mentors will support Teachers with zero year experience (or within their first-year of teaching). Campus-Based Lead Mentors will support Year 2 and Year 3 Teachers as well as any veteran teachers who are new to the district and/or your school site.*

District Mentors will also work closely with Campus-Based Lead Mentors to assist in providing differentiated support for your Induction-Phase Teachers including serving as a Liaison to access appropriate professional learning opportunities and collaboration on the implementation of your school's Induction Plan.

- **I have a teacher who is “technically” a Year 2 teacher, but only taught half-of-the-school-year or partial school-year... Can this person receive District Mentor support?**
 - *At this time District Mentors are primarily supporting zero-experience teachers. However, the District Mentors will work closely with your Campus-Based Mentor to ensure this teacher receives adequate mentoring support as an Induction-Phase Teacher.*

Additionally, our team is willing to discuss any unique circumstances with each Campus-Based Lead Mentor and/or school leader(s) to formulate a plan of Induction Support.

- **Will my Campus-Based Lead Mentor receive any professional development?**
 - *Yes, our team will work with your Campus-Based Lead Mentor to provide both synchronous and asynchronous learning opportunities. Our District Mentor Team will also work closely with other Campus-Based Lead Mentors to provide differentiated learning opportunities that may be cluster-specific or school-specific.*
- **What if I have additional questions or concerns around Teacher Induction?**
 - *Please reach out to APS Induction Program Administrator:*

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