

Rethinking induction for teachers

Everyone benefits when graduate teachers are supported to undertake their new responsibilities. While the transition from initial teacher education to the classroom can be challenging, effective professional induction is especially helpful.

The *Graduate to Proficient: Australian guidelines for teacher induction into the profession* provide advice for educational leaders and teachers to create positive induction experiences.

The three most important things you need to know about induction are:

1

The effectiveness of induction programs increases as the range of supports and strategies provided increases. The best induction programs include practice-focused mentoring, leadership contact, participation in collaborative networks, targeted professional learning, observation and reflection on teaching, practical information and time allocation.

2

Of all the induction strategies available, practice-focused mentoring, by one or more expert colleagues, is particularly powerful in supporting the transition of a teacher from the Graduate to Proficient career stage.

3

Induction should focus on four key areas: professional practices, professional identity, wellbeing and orientation.

Find out more: www.aitsl.edu.au/induction



AITSL resources to support induction

Beginning teachers

MyInduction app

Access useful information and activities across a range of issues specific to beginning teachers, draw on expert advice, and track your professional enthusiasm.

My Standards app

Create and annotate your own artefacts, referenced to the Australian Professional Standards for Teachers to inform and evidence your professional growth.

Mentors

Coaching resources

Deepen your understanding of coaching and access practical resources to help you plan for and conduct coaching conversations.

Professional Conversations

Find out more about the six enablers that support educators to have effective professional conversations. Consider how these are applicable to your context and what type of expertise you would like to develop.

Educational leaders

Case studies

Explore six video case studies that showcase effective induction processes across a range of Australian school contexts. Reflect on learnings for your context with guiding questions in the accompanying summaries.

Classroom observation strategies

Combining instructional guides and videos, the resources explain how to choose and implement an appropriate classroom observation strategy for your school.

