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](http://www.aitsl.edu.au/induction)