



Replicate the Five Stages

To see how Flowing Wells organizes their professional development for optimum teacher growth, go to the **Going Beyond** folder for the Chapter 23 or scan the QR Code in the book.

In the 1980s, a very wise superintendent empowered a teacher, Susie Heintz, to start a new teacher induction program. It has been in existence and grown since then to have its own professional development building with a series of classes and workshops that takes every teacher and administrator from a novice to an expert in about eight years. Yes, every administrator is trained in the same pedagogical mastery as the teachers.

The Flowing Wells Induction Program emphasizes five critical attributes that are the cornerstone of the district's vision:

1. Effective instructional practice
2. Effective classroom management procedures and routines
3. A sensitivity and understanding of the unique community they serve
4. Teaching is a reflection of lifelong learning and professional growth
5. Unity of teamwork among administration, teachers, support staff, and community members is essential for student success

The five keys to their staff development are:

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|--------------------|------------------------|-------------------------|
| 1. Induction | 2. Coaching follow-up | 3. Extended course work |
| 4. Current content | 5. Teacher recognition | |

The new teacher induction program is structured to be:

- **Comprehensive.** There is a structure to the program consisting of many activities/components and many people are involved.
- **Coherent.** The various components, activities, and people are logically connected to each other.
- **Sustained.** The comprehensive and coherent program continues for many years.

Over an eight-year induction process, teachers evolve from novices to experts:

- Novices (first year teachers)
- Advanced beginners (second year teachers)
- Competent teachers (third year teaches)
- Proficient teachers (fourth year teachers +)
- Experts (eighth year +)

There is continuous professional development during the entire time of employment in the district.

The success in the program can be seen in the:

- Low attrition rate of teachers
- Excellent student test scores
- Respect from the community
- More Teacher of the Year nominees and winners in the state of Arizona