



## ***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:**

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 teachers)
- 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