

Guiding Questions to Solve for Induction Challenges

Allow new and existing collaborative knowledge and varied experiences to shape solutions with the following question guide.

1. If you could wish for more of one thing as it relates to new teacher induction, what would it be? Consider the question and move to the corner marked with your response.
 - 1 - Time
 - 2 - Money
 - 3 - Coaching
 - 4 - Mentorship



Discussion: Introduce yourself to a peer and share your response to the following prompt.

Why did you answer question 1 as you did?

2. Of the resources and solutions you currently have for induction, which challenge is best addressed? Consider the question and move to the corner marked with your response.
 - 1 - Time
 - 2 - New Teacher Variety and Amount of Responsibilities
 - 3 - New Teacher Isolation (Personal or Professional) - Mentors and Support
 - 4 - Individualization Ensuring Equitable Access to Induction



Discussion: Complete a round robin (3-5 people) stating only the resource/solution and the challenge it solves.

Resource/Solution	Challenge

3. Which topic is the biggest induction challenge for your district, organization, or building at present? Consider the question and move to the corner marked with your response.

1 - Time

2 - New Teacher Variety and Amount of Responsibilities

3 - New Teacher Isolation (Personal or Professional) - Mentors and Support

4 - Individualization Ensuring Equitable Access to Induction



Small Group Discussion (3-5 people): Use questions 4-6 below to share information about your common challenge and potential solutions.

4. Why is it important for this challenge to be addressed in your district, organization, or building?

Notes:

5. Summarize the specifics of the challenge for your organization.

Notes:

6. What resources or strategies have you learned from colleagues, presenters, research, etc. that you hope solve this particular challenge for your organization?

Notes:

Investigate: More Resources and Solutions

Challenge	Solution	Notes

Application: Plan for Positive Induction Outlooks and Outcomes

On your own or with your district/organization colleagues, review your response to question 6 above and add to it.

What resources or strategies have you learned from colleagues, presenters, research, etc. that you hope will solve the biggest induction challenge for your district, organization, or building at present?

Notes:

7. Identify the best solution from your question 6 response(s). Draft a checklist to initiate an investigation of this solution. There is an [example below](#).

Goal: Investigate _____ (best solution) to assess as a solution for

(biggest induction challenge for your district).

Checklist

Step 1

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Step 2

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Step 3

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Timeline

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Example Goal: Investigate video coaching as a solution to individualize new teacher support as a part of induction.

Example Checklist:

- Step 1: Read the Edutopia article by Stephanie Hofer, "*Video Coaching as a Tool to Retain New Teachers*"
 - Step 2: Complete my own review of research and literature around the topic of video coaching with new teachers
 - Step 3: Share findings with the induction team
- Timeline: End of school year 2023-24