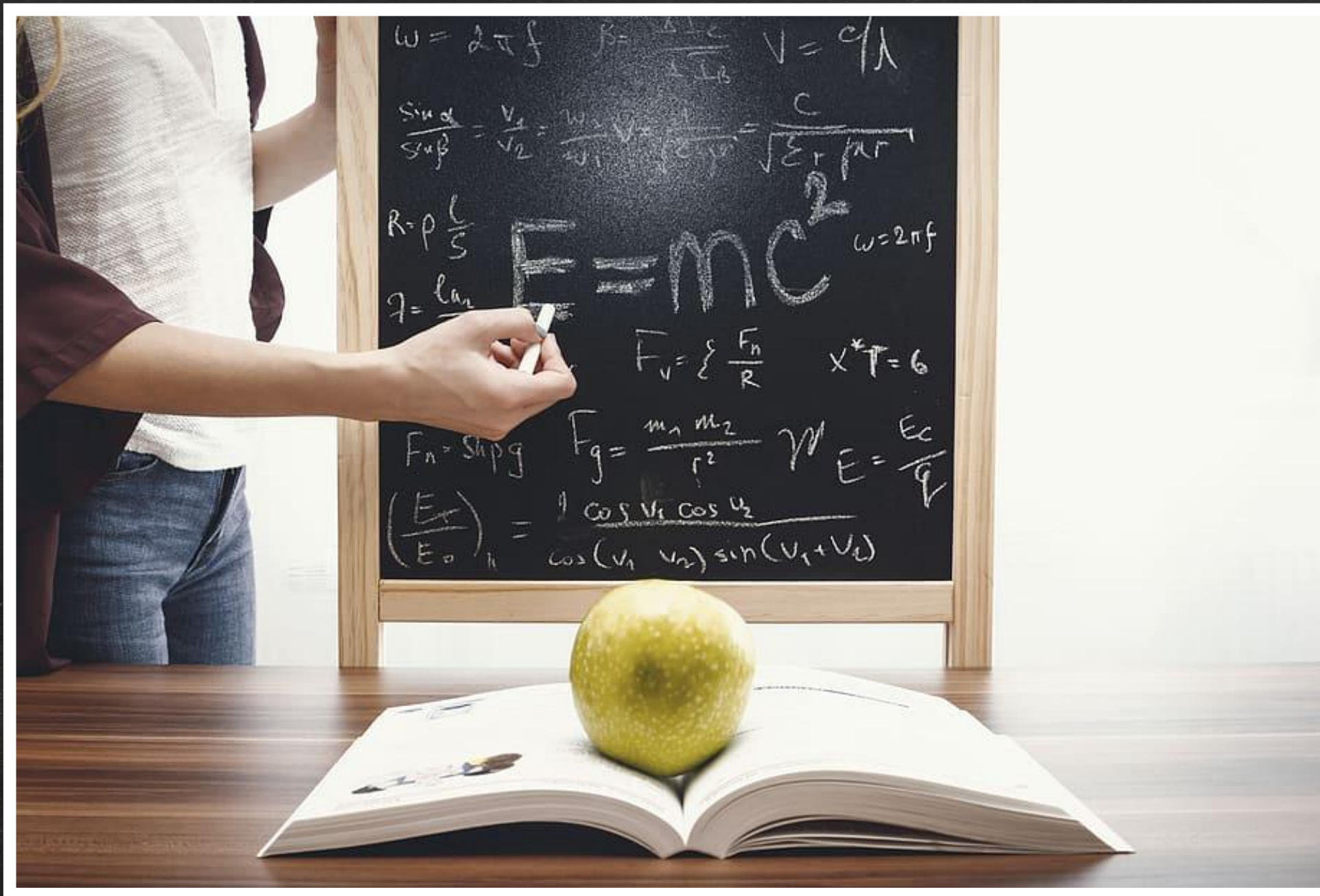




# COACHING FOR SUCCESS FOR FIRST AND SECOND YEAR TEACHERS

Cassina Allen, Justin Ludley, & Megan Yount  
Greer High School  
Greer, SC

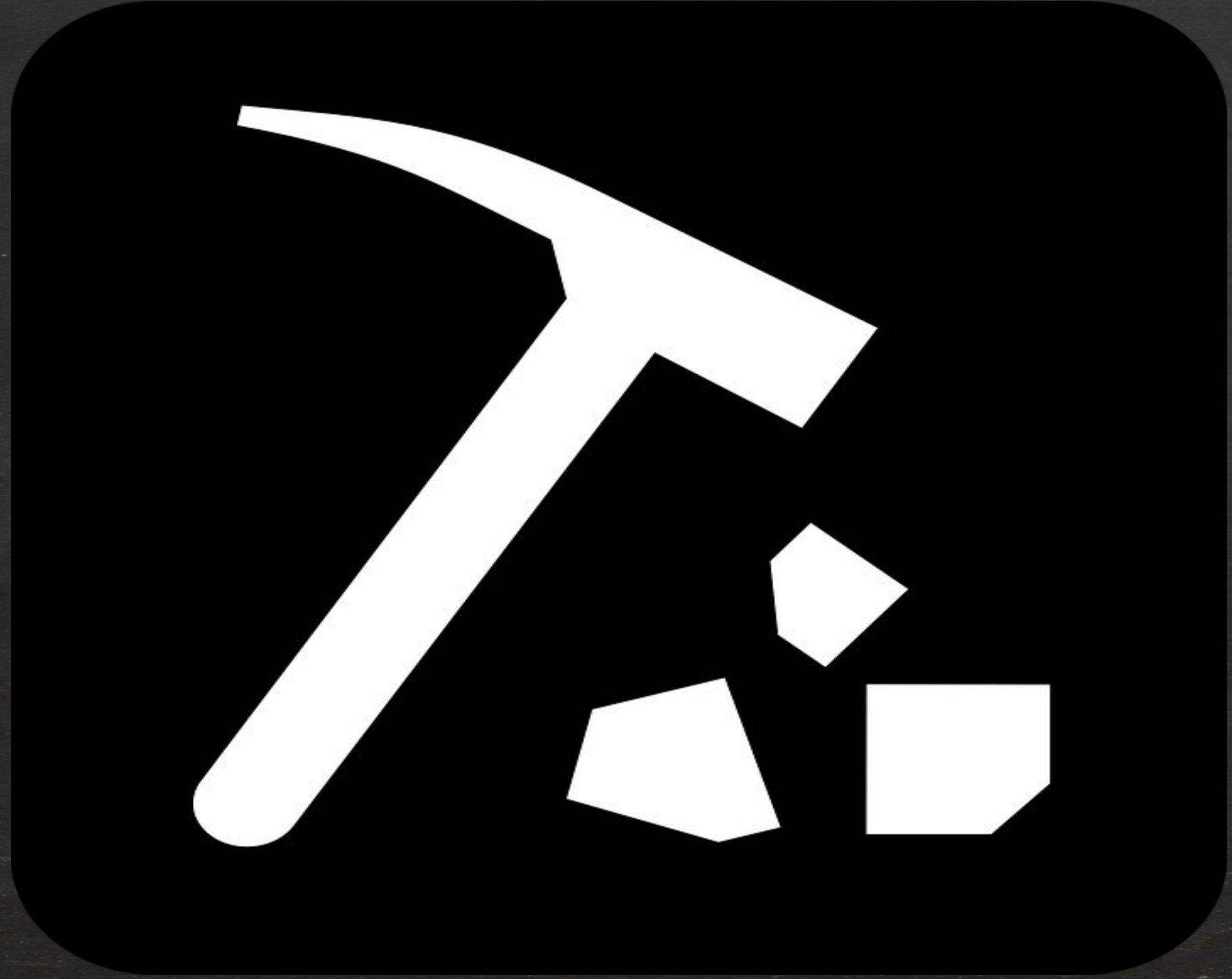




# AGENDA

- ✓ Ice Breaker
- ✓ Hiring/Onboarding Process
- ✓ Mentorship
- ✓ System of Coaching and Support
- ✓ Questions?





ICE BREAKER





A staggering 55 percent of educators are thinking about leaving the profession earlier than they had planned, according to a National Education Association (NEA) survey of its members released in February of 2022. This represents a significant increase from 37 percent in August and is true for educators regardless of age or years teaching, driving buses, or serving meals to students.



# WHY IT'S CRUCIAL TO OFFER SUPPORT TO NEW HIRES



Forty-four percent of public schools reported having at least one teaching vacancy as of January 2022



Of schools reporting at least one vacancy, special education was identified as the teaching position with the most vacancies, with 45 percent of schools reporting this vacancy.



In the last 10 years alone, the number of people completing traditional teacher-prep programs has dropped by 35 percent.



# NEW AVENUES TO TEACHING CAREERS



## Alternative Licensure

In Greenville County we have the GATE program, and the SCDE also supports ABCTE, Adjunct, PACE, TFA, and CATE.

## Grow Your Own

These programs guide and inspire high-school students who want to teach in the communities where they live.



WE ARE



COMMUNITY ♦ TRADITION ♦ DETERMINATION

HIRING AND THE ON-BOARDING PROCESS



# GREER HIGH FAST FACTS



## Interview Process

- Greer High Fast Facts
- We spend time informing our applicants about our school, community, and traditions.
- We want to get to know our candidates and we want them to know us.





# THE "ON-BOARDING" PROCESS

- ✓ Reach out and start a dialogue with the new hire.
- ✓ Availability--Ensure they know who to go to with questions and help create those connections.
- ✓ If possible allow them into the building in the summer to access their classroom, acquire their computer, meet with PLC's, etc.
- ✓ Assign a mentor.



# TEACHER SUCCESS COACH

- ✓ They provide the “right” coaching at the “right” time.
- ✓ Move through the phases of teaching that early experienced teachers often face:
  - Anticipation
  - Survival
  - Disillusionment
  - Rejuvenation
  - Reflection/Anticipation







“The very first thing I tell the new teachers is that I am not there to evaluate or judge them. In 36 years I had plenty of things that went well and plenty of things that went sideways. Both are going to happen and they hear plenty of stories about both of those things. I am there to help in any way from hanging things in their classroom, with lesson plans, routines and procedures, techniques, developing a strong voice, planning for "what ifs", offer suggestions when they want them, be a cheerleader for them and probably most importantly, listen.”

Mr. Steve Frady, Teacher Success Coach for GCSD



# MENTORS

- ✓ Teacher Mentor
- ✓ Buddy Teacher
- ✓ Teacher Coach







# MENTOR MATCHING

- ✓ Consider Personality
- ✓ Don't be afraid to "match" outside the subject area
- ✓ Build time in for mentors/mentees to collaborate
- ✓ Help facilitate class coverage so that the mentor/mentee has time to observe one another





[Video from 1st  
Year Teacher,  
Annie Miller](#)

“The mentor-mentee relationship is really helpful to first year teachers, both personally and professionally. Having someone in the same department or hallway who the mentee can run ideas by, ask for advice, figure out school policies, discuss what to do in different scenarios, and receive feedback from informal, low-pressure observations is crucial to both their confidence and performance that first year. In turn, mentors also get to brainstorm and try out new ideas that they may have never attempted (or may have forgotten about after so many years teaching) so it is truly a win-win situation for both teachers!” -Ms. Nicole Corrado, Greer HS





At Greer High School, our goal for all new hires is to enter the school year already feeling that they are a part of our yellow jacket family.



“Coming in to the education field through an alternative licensure program where there is no student teaching required, I felt prepared in content knowledge and other particulars, however I felt overwhelmed when it came to skills such as classroom management and organization. My first year teaching was a success because of the mentor that took me under her wing and made sure that I had the tools to succeed. As a mentor myself now, I feel it's important to guide first year teachers and let them know that they have a support system who is willing to take the time to assist them and just be a listening ear when needed. Also, being a mentor allows you to evaluate your own skill set as you glean from new teachers with fresh ideas. I think the program is wonderful and important in preparing and retaining teachers,” Mrs. Morgan Grizzle, Greer HS.



MRS. GRIZZLE AND MRS. MOBLEY



# NEW HIRE ORIENTATION



## Make it Active

Our informative session involves a tour of our school. Rather than having them sit and listen we go to that part of the school for the necessary content.



## Make it Special

Feed them well, provide welcome gifts, invite their mentors to join the group for lunch.



## Feedback

Survey new hires at the end of the first semester to find out what vital information they feel should be included in the orientation. Take that feedback into consideration when planning for next year.



# DETAILS MATTER

Our goal is for our new hires to always feel appreciated! We celebrate our whole faculty throughout the year with faculty tailgates, chilli cookoffs, Holiday week, etc. We also have two annual luncheons just for our first and second year teachers.



We appreciate you!!!

## New Hire Luncheon!

First and second-year GHS staff...Join us for Chick-Fil-A during your regular lunch shift.

Friday, October 1  
Mrs. Yount's Room 216



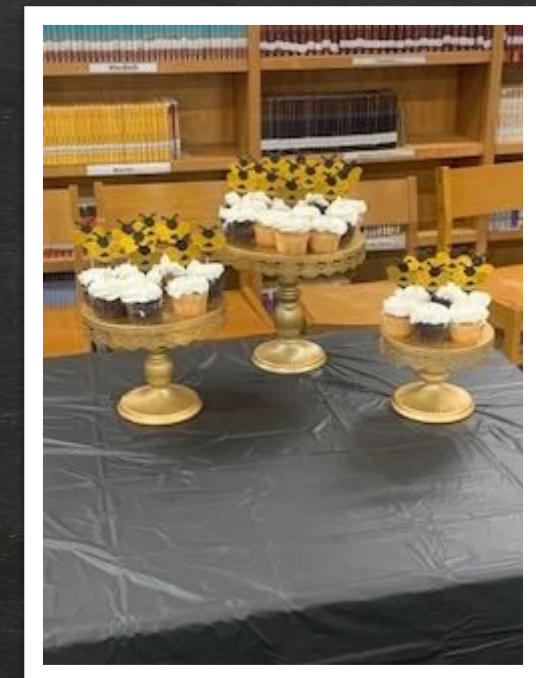

Save the Date!

## 21-22 Faculty Pre-Game Tailgate

Bring your family and tailgate before the Greer vs. Greenville Game

**October 1, 2021 | 5:30 PM | Dooley Field**

More Details to Follow!







“Greer High has done an excellent job of recognizing talent and teachers who feel it is a calling for them to teach. The biggest area of growth is in confidence. They come in knowing what to teach, but for the most part are limited in presenting it to a live audience. When they hear 3 or 4 times a week, "you did a great job with this" or "the students really enjoyed your class today" --they grow. When things don't go the way they would like for it to go, they know it. Asking the question, "how do you want it to look?" adds to that growing process.”

Mr. Steve Frady, Teacher Success Coach for GCSD



# CONTINUED SUPPORT

- ✓ Our support continues into the second year
- ✓ Year 2=Adept/Pas-T.
- ✓ By this time we know our teachers and can tailor our support to aid them in being successful in this process.
- ✓ The Administration Team and Instructional Coach work closely together to highlight strengths and growth opportunities.
- ✓ Observation Cycles and Coaching Cycles





# YEAR 2 SUCCESS STORIES



Ms. Taylor Gibson, Year 2



Ms. Kinsey Gregg, Year 2



QUESTIONS?



**GHS ALL-STAR**  
FACULTY OF THE MONTH



**Mr. Stephen Gunter & Ms. Kinsey Gregg**

Although this is usually a single award, the time and effort that these two individuals put into the school musical these last months was a distinct team effort. Watching our students come out of their shells and be so strong and committed on stage was a pleasure to watch. We are excited to see the direction these programs take as the students gain more experience and confidence from these leaders.





# CONTACT INFORMATION

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