

Triad Protocol

PARTICIPANTS

Principal, New Teacher, Mentor/Induction Coach

PURPOSE OF TRIAD MEETINGS

To highlight beginning teacher successes and to facilitate collaboration that develops a growth mindset focused on teacher inquiry cycles as they align to building and district goals.

- Principal > Leads discussion
- New Teacher > Active participant, answers/asks questions, shares wins, challenges and progress
- Mentor/Induction Coach > Records, reflects, and shares with teacher and principal

PROTOCOL

1> Principal Inquiry

Principal asks the new teacher what things he/she feels are going well in his/her teaching and classroom (or setting). How does this connect to our building and district goals?

2> Sharing Success Story

Beginning teacher shares artifacts/evidence that illustrate what is going well in his/her own practice. (Possible artifacts: inquiry cycle artifacts, lesson plan, analysis of student work, student progress, Individual Learning Plan goal and/or inquiry question, teaching video...)

3> Principal Inquiry:

Principal asks the new teacher to identify current challenges, concerns, or focus areas.

4> Collaborative Growth Areas:

New teacher and principal collaboratively identify an area or areas for continued growth.

5> Collaborative Next Steps:

Principal asks the new teacher what his/her next actionable steps might be. Collaboratively determine goal(s), needed supports, and future artifacts/evidence. Focus on collaborative efforts, actionable steps and follow up.

TIPS FOR ADMINISTRATORS

Ask mediational questions, refer to the Iowa Teaching Standards, the district instructional framework, and offer resources for support. Use coaching language.

TIPS FOR MENTORS/INDUCTION COACHES

Induction coach supports conversation through paraphrasing, clarifying, or mediational questions. Support protocol flow if needed and offer to be a timekeeper so that the principal can fully engage in the conversation.

**Triad meetings are in addition to, not in place of, the formal evaluation cycle conversations.*