



**GUSFL  
2022**

***Induction Program for  
New Instructors***



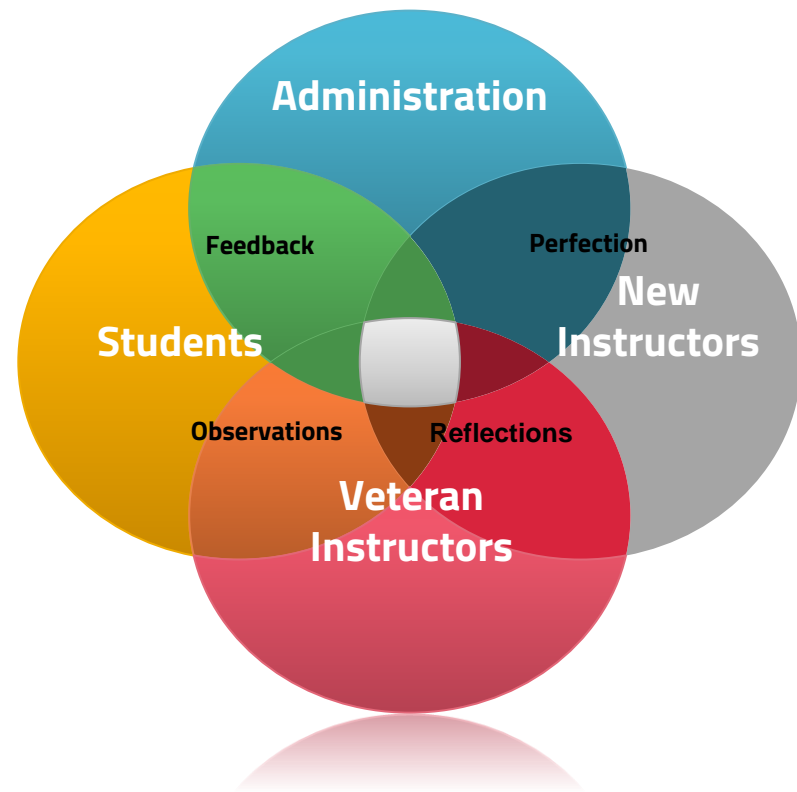


**Welcome, dear colleagues.**

*As Gaziantep University,  
School of Foreign Languages,  
we would like to express how happy  
we are to see you as our new  
colleagues.*

*We wish you a smooth and  
peaceful transfer and a serene  
path ahead.*

# How did the Induction Program emerge?





Part I:	Part II:
<b>Gaziantep University, School of Foreign Languages</b>	<b>Orientation</b>
Basic Organizational Structure	Professional Development
Teachers	Observations, Sharing, Reflection
Students	Limitations
Assessment System	Evaluation
Materials	Conclusion



# Part I

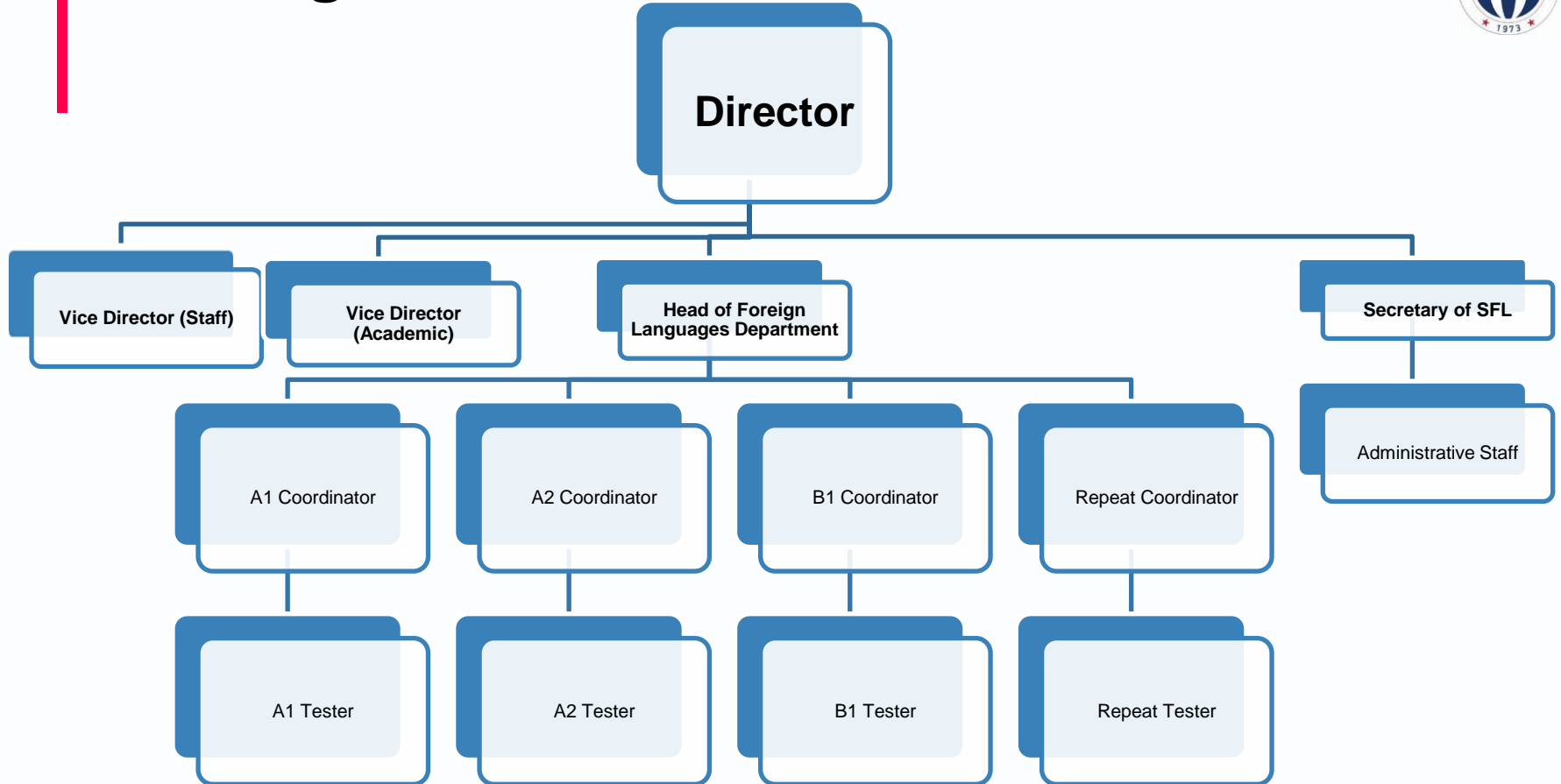


# Gaziantep University, School of Foreign Languages

- Started teaching in 1973 as Department of Foreign Languages
- Extension campus of METU
- Gaziantep University → 1987
- School of Foreign Languages → 2003



# Basic Organizational Structure





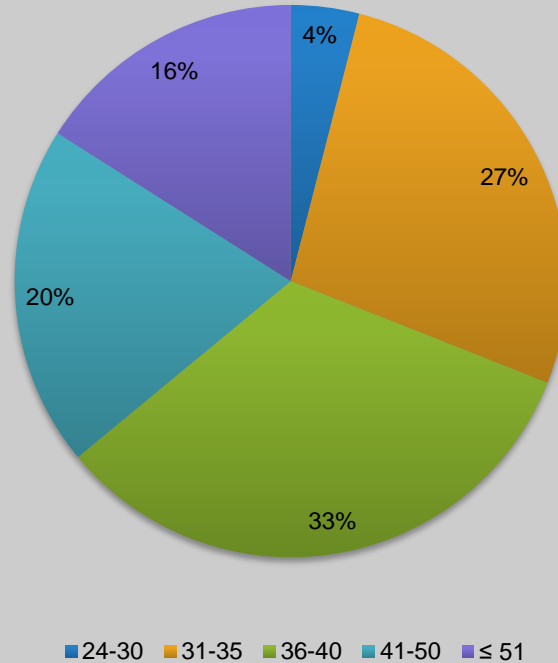
# Instructors

- There are 64 instructors +2 😊

<b>Distribution of Academic Staff Age Groups</b>					
<b>Age</b>	<b>24–30</b>	<b>31–35</b>	<b>36–40</b>	<b>41–50</b>	<b>≤ 51</b>
<b>Number of Instructors</b>	3	19	23	14	10
<b>Percentage</b>	4%	27%	33%	20%	16%



# Distribution of Academic Staff Age Groups





# Instructor Profile

- **Prep School Instructors:** 59
- **Freshman Instructors:** 6
- **German Instructor:** 1
- MA Completed: 42
- MA in progress: 1
- PhD Completed: 6
- PhD in progress: 5

# Workload



- Day classes
- 23 hours of day classes
- Evening classes
- optional (max. 10 hours)

# Students



## Faculties:

- Aeronautics
- Architecture
- Engineering
- Medicine – English program

## Departments:

- English Language and Literature
- English Language Teaching
- Sociology



# Student Profile

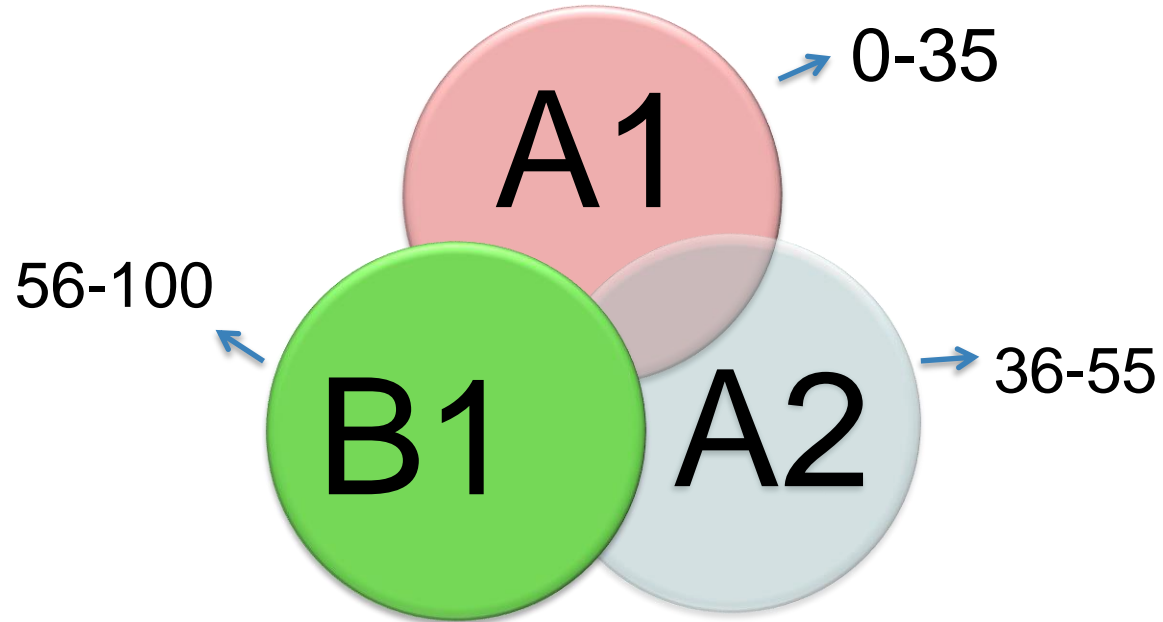
- Prep-school: 1350
- Freshman: 1253
- Vocational / Service: 595
- Distant Learning: 6500
- **Total: 9703 students**



## Courses- CEFR based

- (A1) Elementary,
- (A2) Pre-Intermediate,
- (B1) Intermediate,
- (B1+) Upper-Intermediate,
- (B2) Low-Advanced and
- (C1) Advanced

# Placement of Students



# Modules



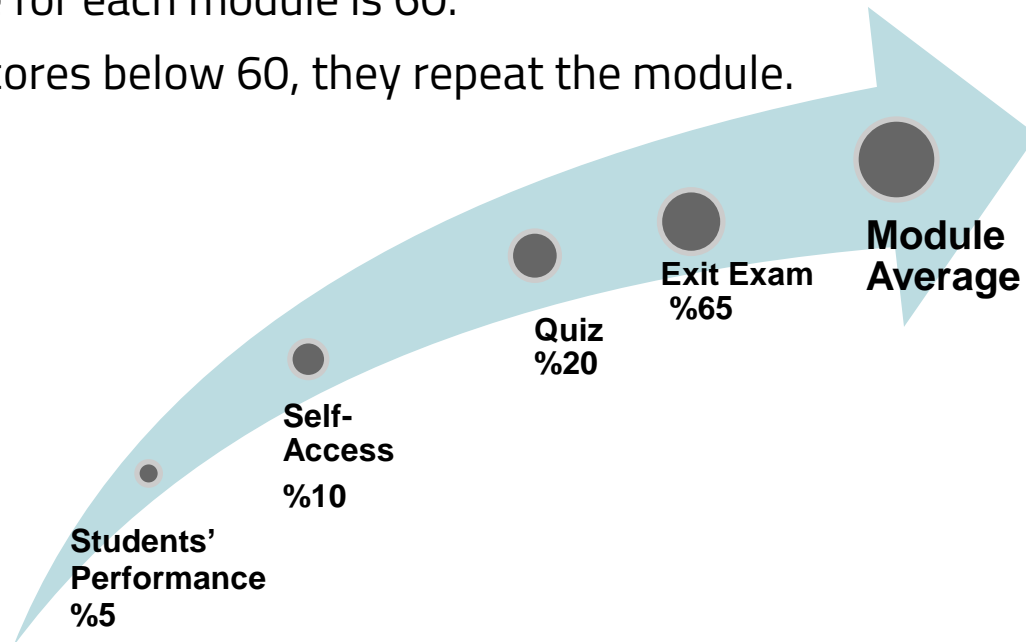
- ❑ 4 x 8-week-modules
- ❑ Each Module: Quizzes + Writing & Speaking portfolios+ Online exercises (Self Access) + Exit Exam (Multiple choice, Writing and Speaking)
- ❑ Oxford English File + Supporting Materials
- ❑ Students must complete Level B1 successfully to take the final exam.



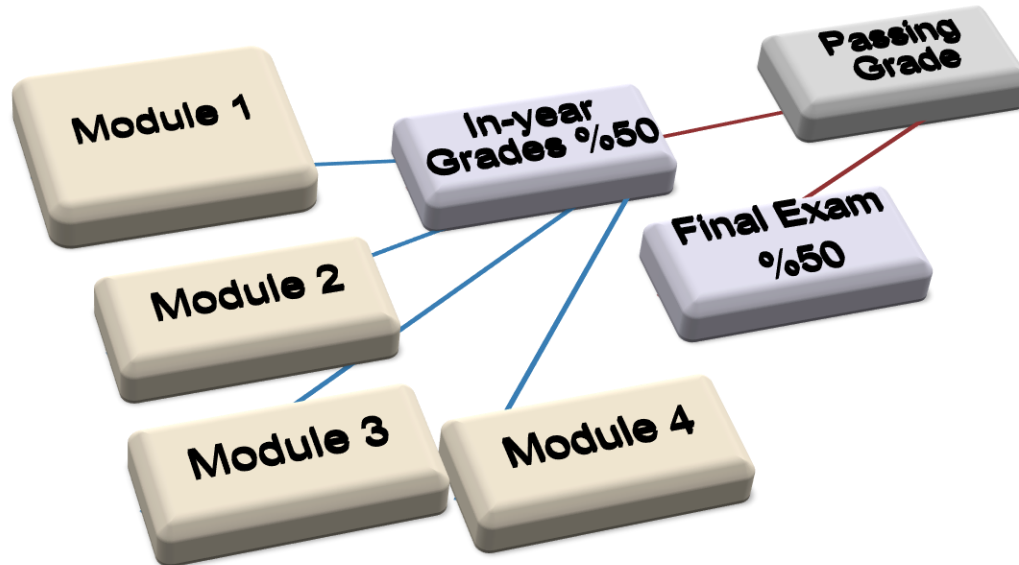
# Modules (cont'd)

Passing grade for each module is 60.

If a student scores below 60, they repeat the module.



# Calculation of Grades



# Passing Grades

≥ 65

Aeronautics

Architecture

Engineering

Medicine (English)

Sociology

≥ 70

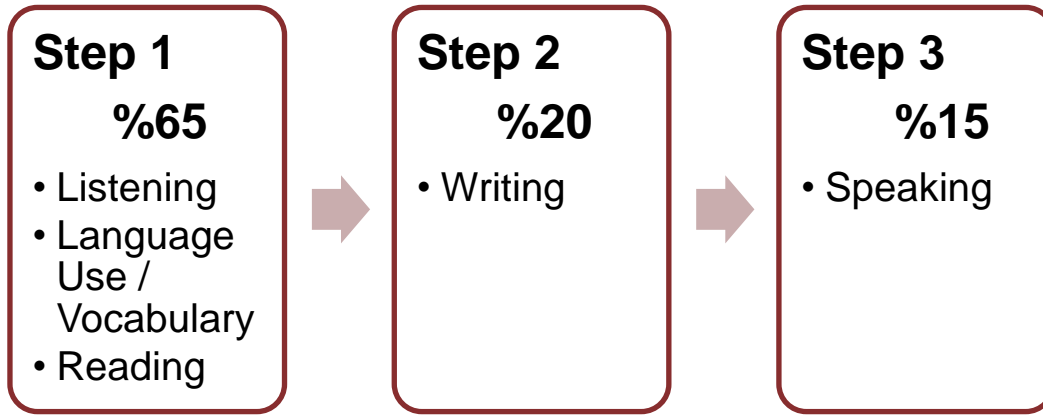
English Language  
and Literature

English Language  
Teaching



# Exemption / Proficiency Exams

- ❑ 3 Exemption / Proficiency exams during the school year
- ❑ September/ January (February) / April





# Part II





# Orientation

# Manuals

Quality Manual  
Staff Manual  
Student Manual



“ *Strive for progress,  
not for perfection.*

”



# 1. Professional Development



Under the supervision of the Administration, you will

- have a mentor
- meet regularly
- share
- collaborate
- supported for further development



## 2. Observation, Sharing, Reflection

- ❑ Scheduled weekly observations and pop- ins, if applicable
- ❑ Classroom management, teaching strategies & engagement
- ❑ Reflection from both parties & discussion



## **3. Limitations / Possible problems**

- Time
- Relationships
- Formal Evaluations





# Mentors will provide you with

## information on

- the program
- materials

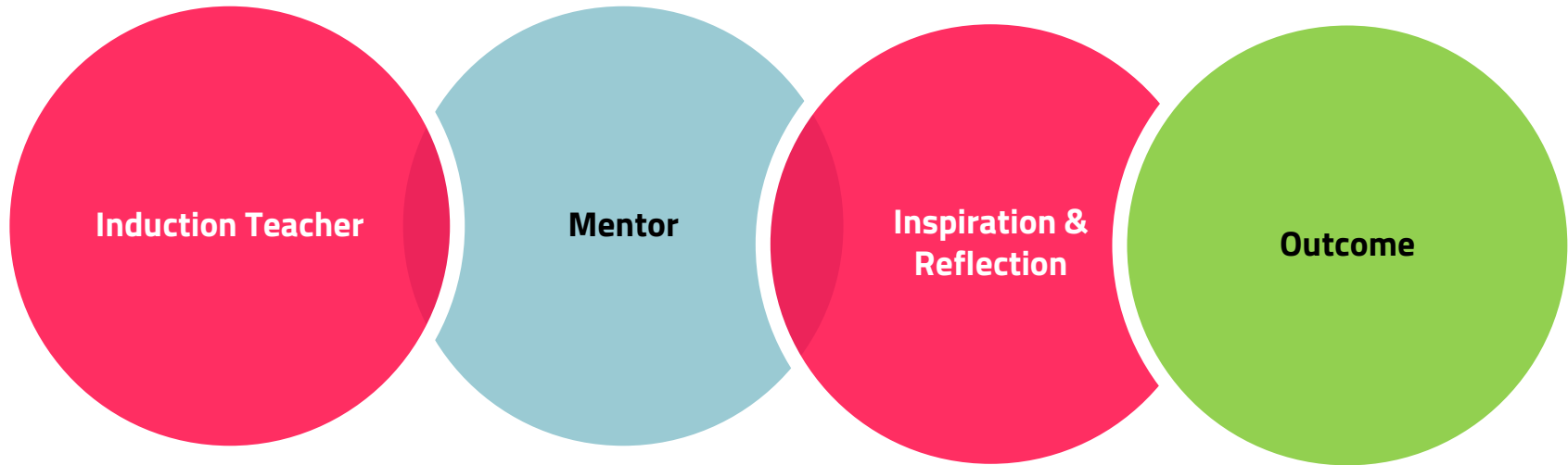
## first hand information on

- the school system
- facilities of the school

## unwritten rules about

- the school climate
- in- class tips / tactics / advice

# Mentoring



**Sharing is good.**

Should you have any questions or problems, consult your mentor first.



## 4. Evaluation

**What worked?**

**What did not work?**

**What else do I need?**





## 5. Conclusion

Hopefully, the Induction Program will improve our new instructors' **effectiveness** and **insights** into their jobs over one semester and it will guide them in their future career.



*“A good teacher is like a candle – it consumes itself to light the way for others.”*

*Mustafa Kemal Atatürk*