Dane County New Teacher Project District Council
Meeting Minutes
October 1, 2012, 2-4 pm
Monona Grove School District Office

Present – DCNTP DC Rep Minutes List

Andersen, Steve – Cambridge	Gollup, Tim – Monona Grove
Howe, Tom - DCNTP	Burke, Jarred – Mount Horeb
Ohm, Melissa – DCNTP	Lewis, Fonda – Stoughton
Callahan, Barb – Deerfield	Foley, Linda – Stoughton
George, Tammy – Deerfield	Nikolay, Nancy – Sun Prairie
Rosch, Cindy – DeForest	Nesbit, Shawdi – Sun Prairie
Wilson, Sue – DeForest	Murphy, Jen – Verona
Lott, Heather – Madison	Voss, Teresa – Verona
Ziegler, Mary Jo – Marshall	Behn, Donna - Verona
Felker, Roberta – McFarland	Mommaerts, Tim – Waunakee
Evans, Nancy – Monona Grove	

Please note that these minutes and all resources can be found on our new website at www.dcntp.org under *For Members*, *For District Council.* **Password:** DCNTP1

Connecting: Self-assessing our programs and sharing successes

Purpose: To consider our induction program strengths and next steps.
- Requested districts to provide information regarding their Primary District Induction Contact as well as the Program Leader.
- **Connector:** What can we learn about our district induction programs by assessing against the standards? (Assess in depth at least one program standard important to your district this year.) *Districts discussed at their tables and then shared out successes/strengths so far this year:*
    - *DeForest: Going from a single full release mentor to four Full Release mentors. Moved to this to maintain fidelity to high quality instruction. Instructional Mentoring (IM) training really helped them know more about good mentoring practices. Made IM mandatory for all four mentors.*
    - *Madison: does a good job of collecting information. Just need to determine how to best use that information. Need to determine what we are learning from it and what changes we should make.*
  - *Next Steps:*
    - *Stoughton: Get together with other Release Mentors from the past and reiterate roles and responsibilities.*

Tom Howe suggested purchasing the Induction Program Standards and Continuum from the New Teacher Center. $8.00/each. Order information available on our website at: http://dcntp.org/products/

- *Reviewed the Role and Responsibilities of District Council Members.*
    - *Strongly encourage that the administrator primarily responsible for their district's induction program and a teacher/mentor attend each District Council Meeting as a team.*
    - *Bring your best practices to share with the other districts.*
    - *Bring back information and disseminate within your districts.*

Learning I: Updating our communication systems

Purpose: To learn about our new website and to share resources that others use to support BT's, Mentors, and Principals in the first three months.

We are trying to update our communication systems in a number of ways.
- *We just created a new website to provide easier access to DCNTP Calendars, Resources and a variety of other information to share with our member districts. This also includes a password protected area for DCNTP District Council Members to access all minutes and resources discussed in each meeting.*
- *We currently distribute Induction Newsletters for Beginning Teachers and Principals. We are adding Newsletters for Mentors and Program Leaders. These will all be available on our website under the For Members Section.*

We asked District Council Members to provide one or two of their favorite resources that we can share on our website.
Madison: The Teacher Channel: https://www.teachingchannel.org/
Suggested for new educators. Created by teachers for teachers. Mentors love to use it in Madison and show to Mentees while they are meeting.
National School Reform Faculty: http://www.nsrfharmony.org/
Provides protocols for cohort mentoring and for one-on-one mentoring, as well as for new educators to use in the classroom who want students to do group work or with other collaborative groups. Recommends the Critical Friends Group.
Monona Grove: *Principal Mentor Meeting Protocol*
Helps to keep conversation focused on what we are doing for all teachers. Important to know each building's goals and visions. Meeting is typically scheduled in September/early October. During the spring meeting a different protocol is used.. Adapted from a resource she received while attending the 2011 NTC Symposium.
Sun Prairie: Common Core Look-fors:
http://itunes.apple.com/us/app/common-core-look-fors-mathematics/id467263974?mt=8
A 'Look-for' is a classroom resource that can be used as a non-evaluative assessment tool. The Look-fors in this peer-observation tool are designed to assess the extent to which students are engaged in particular elements of the mathematical practices of the Common Core State Standards for mathematics (CCSSO, 2010) and technology. The tool provides suggested student actions for each of the practices as observational look-fors. These should be helpful in providing suggestions related to both planning and assessment for teachers, leaders, and school-based administrators.
Common core Look-fors video tutorials: http://splaysoft.com/CCL4s/Video_Tutorials.html
CAST Universal Design for Learning: http://www.cast.org/udl/
This resource provides a set of principles for curriculum development that give all individuals equal opportunities to learn. Good for program leaders.

These resources will be available very soon under the For Members tab of our website under the induction group that would find them useful, i.e. For Mentor, For Program Leader etc.

Learning II: Kris Joannes: Educator Effectiveness 101

Purpose: To begin our understanding of DPI's Educator Effectiveness requirements, and its significance to our BT's and induction programs.

- *Kris Joannes provided a very brief, high-level overview of the following power point presentation:* **Licensure and Evaluation: Supporting Initial Educators in a New Evaluation System.** http://tinyurl.com/8fc25hq *This is also available on our new website, under "For Members," then "For District Council." A few of her key points included:*
  - *Student Learning Objectives will have multiple measures*
  - *There is currently a state-wide pilot to link practice with outcomes. The feedback from these pilots will shape the system.*
  - *Evaluation cycle will be similar to current cycle. Summative every three years, while years one and two will provide formative feedback. Finding that measures are more reliable from schools that observe more often.*
  - *Licensing will be separate from evaluation due to legislation for PI-34 still being in place.*

  Additional Info:
  - *There is a basic language around standards – Danielson/INTASC/WI Teaching Standards*
  - *Districts should consider using previously trained mentors to lead professional learning with veteran teachers.*
  - *Highly recommend that everyone learns the tools in NTC's Analyzing Student Work. The tools provide a way for classrooms to keep classroom baseline data.*
  - *In relation to self-reflection, PDP Goals don't need to be different.*
  - *Will need to collect evidence of practice using an electronic portfolio system.*
    - *Mentors can help teachers connect to both systems.*
  - *The pilot districts were recently trained. There will be three additional rounds of training starting November 1.*

- *After the conclusion of Kris Joannes' presentation, there was time for a brief group question/answer period:*
  - ***Are there rewards for doing well or not doing well?*** **Response:** *What we know today: Districts are not to use data for high stakes decisions. It's too premature to use the data. However, an educator will not be allowed to be rated in "development" indefinitely. As for rewards - other states have coupled ratings with incentives such as merit pay or professional paths.*
  - ***What is the Cost?*** *Software for Danielson currently has a sole provider. DPI will support financial piece to pilot districts and put forth biannual budget for districts.*

- *Additional questions that Tom Howe will bring to a meeting with Kris Joannes on October 26:*
  - *Will Wisconsin Teaching Standards ever just be replaced by INTASC?*
  - *Will there be connections with QEI and Online Portfolio?*
  - *Can we still get into the Pilot?*
  - *What are the consequences of either doing well or not with educator effectiveness?*
  - *How does this connect to teacher pay?*
  - *How will principals keep up with this?*
  - *Peer reviewer – paid position? Trained person?*
  - *How will DPI roll out the process? Will all teachers/principals be par of the presentation?*
  - *Fear – will districts see Educator Effectiveness as a convenient way to replace the induction program instead of complementing it?*

Managing: Upcoming Opportunities

Purpose: To make announcements and share information
- If you haven't done so already, schedule your district Consultation Now! Please use the following on-line form to schedule yours today! Also available on our website.
  http://tinyurl.com/8es65ae
- NTC Client Data Survey coming; please complete by October 23, 2012
  - IM numbers? Tentatively scheduled for January 30-31, 2013
  - D&P numbers and preferred dates: Feb. 19, 20; April 23, 24?
- Induction Voice Newsletters – developed so far this year for principals, mentors and beginning teachers. Program Leader newsletter coming soon.
- Calendar of Events—ASW, December 4-5—Plan now to attend and see how this tool addresses equity, differentiation and effective teaching!
- Next District Council Meeting on December 10 from 2 – 4 p.m. at the Monona Grove District Office
- Next DCNTP Board meeting on October 22 from 4:00 – 6:00 p.m. at McFarland District Office.
- NTIN representative application update: We are pleased to announce that Marc Heuer, McFarland School District/DCNTP Board Representative and Steve Hernandez, Sun Prairie Area School District and DCNTP member-at-large, will be attending NTIN through DCNTP Professional Development funding.

Closing—carrying the good work home

Purpose: To allow for individual and shard reflection on today's learning
Reflection:
- What is a key learning from today that you will apply to *your* work in your district?
  - **Sun Prairie:** Making workshops more inquiry based – from review of induction standards
  - **Monona Grove:** Investigating the possibility of using Ipads in Mentor work – Nancy Evans
- Feedback on meeting: Tightly facilitated. Just in time learning – with Kris Joannes joining us from DPI. Wisconsin Assessment folks, Joan Stiener went to DPI training on Student Learning Objectives lots of parallels with induction, effectiveness and assessment.
- How do we bridge Danielson with our standards?

DCNTP Mission
Because research and practice indicate that good teaching is central to student learning, the DCNTP will provide educators the systemic, on-going training and support necessary to build induction and mentoring programs. This process ensures a profession strengthened by educators who continually refine their practice through collaboration and reflection.