

**Dane County New Teacher Project District Council**  
**Meeting Agenda**  
March 11, 2013, 2-4 pm  
Monona Grove School District Office

**Present**

Jean Tretow, Belleville Howe, Tom - DCNTP Ohm, Melissa – DCNTP Tammy George, Deerfield Lott, Heather - Madison Ziegler, Mary Jo – Marshall Heuer, Marc – McFarland Evans, Nancy – Monona Grove Gollup, Tim – Monona Grove	Foley, Linda - Stoughton Nesbit, Shawdi – Sun Prairie Murphy, Jen – Verona Voss, Teresa – Verona Mommaerts, Tim – Waunakee  <u>Guests:</u> Dr. Dennis Pauli - Edgerton Tracy Deavers - Edgerton
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*Please note that these minutes and the links to all resources can be found on our DCNTP website at <http://dcntp.org/members/for-district-council> **Password: DCNTP1***

**Connecting: Returning to our Goals**

*Purpose: To revisit one of DCNTP's 3-year goals, and consider our induction program's strengths and areas of challenge in Mentor Selection and Assessment..*

- Connector: Read the Mentor Assessment for Growth and Accountability (MAGA) pages on Mentor Selection (salmon) and the Induction Program Standard (blue), and complete the district self-assessment summary (white). *These documents are in the MAGA booklet. DCNTP districts who attended this training in 2009 will have a copy.*
  - *Districts Self-assessed based on their district context.*
  - *Districts shared with a like district (model and/or demographics).*

**Learning: Avenues to New Teacher Excellence-National Symposium**

*Purpose: To learn applicable induction ideas from representatives to the 15<sup>th</sup> National Symposium on Teacher Induction, San Jose, California.*

*Jen Murphy and Teresa Voss – Verona Area School District*

*Symposium Presentation:*

*[http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3\\_11\\_13-NTC-Symposium-Voss\\_Murphy.pdf](http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3_11_13-NTC-Symposium-Voss_Murphy.pdf)*

*Background:*

*Verona has a 1:1 Model. 51 New hires. They are reviewing mentor fidelity, training and accountability.*

*Jen Murphy:*

*While attending Symposium, Jen Murphy attended sessions that focused on Program Development and Sustainability.*

*One session shared a Formative Assessment Tool that looked at what goals your district is working on, where you are now, and next steps and resources needed. Districts are faced with a number of new programs such as Educator Effectiveness, and program leaders need to consider how to connect induction and mentoring to these new initiatives and requirements to support beginning teachers and their mentors.*

*Historically Verona has focused more on new teacher seminars but they have discovered the need to provide greater mentor support. Verona is currently working to set up forums that help mentors differentiate for the needs of those new to the profession, second year teachers, and those new to the district but experienced in teaching.*

*New Teacher Center has a Practice Brief: How to Support Ongoing Learning: Mentor Forums. It describes what Mentor Forums should look like. Verona is currently using this as a guide in our district. Link to Practice Brief:*

[http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3\\_11\\_13-NTC-Support-ongoing-Mentor-Forums.pdf](http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3_11_13-NTC-Support-ongoing-Mentor-Forums.pdf)

*During Symposium Jen met with Induction Leaders from all over and learned about their programs and collected a great number of resources for those interested. The following resources from the Chicago New Teacher Center have been posted to: <http://dcntp.org/members/for-district-council>*

### *Mentor Forums Outline:*

[http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3\\_11\\_13-CNTC-Sample-Mentor-forums-outline.pdf](http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3_11_13-CNTC-Sample-Mentor-forums-outline.pdf)

### *Mentor Year at a Glance:*

[http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3\\_11\\_13-CNTC-Sample-Mentor-Year-At-A-Glance.pdf](http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3_11_13-CNTC-Sample-Mentor-Year-At-A-Glance.pdf)

### *Mentor Scope and Sequence:*

[http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3\\_11\\_13-NTC-Sample-Mentor-Scope-and-Sequence.pdf](http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3_11_13-NTC-Sample-Mentor-Scope-and-Sequence.pdf)

### *Teresa Voss – Verona Area School District*

*Teresa was looking at specific things Verona can do at the high school level that might translate district-wide. She attended a session on calibration and feedback. The session provided a calibration exercise. As a group, everyone watched a video and all participants had to write evidence using a standard, and then work by table group to calibrate evidence in order to provide the same feedback. Their task was to make sure they were all seeing the same things in the video, standardizing and then looking at evidence provided to the teacher..*

### *Emotional Development of Teachers:*

*Teresa attended another session on emotional development of teachers. See resource here:*

[http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3\\_11\\_13-Emotional-Awareness-Survey.pdf](http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3_11_13-Emotional-Awareness-Survey.pdf)

*Mentors need to help beginning teachers understand their trigger points by exploring categories on a survey, and then use this information to identify what the teacher's trigger points are with students. The mentor should also explore their own triggers when working with a beginning teacher. When one identifies trigger points, it is possible to learn ways to move past them and provide appropriate feedback.*

*Another great tool that Teresa received was the Evidence into a Sentence Strand. This half sheet form can provide quick feedback to beginning teachers on the fly. This resource can be found here: [http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3\\_11\\_13-NTC-Language-Supports-Learning-Evidence.pdf](http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3_11_13-NTC-Language-Supports-Learning-Evidence.pdf)*

### *Heather Lott – Madison Metropolitan School District*

*Symposium Handout -Program Accountability Supports Sustainability:*

[http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3\\_11\\_13-Program-accountability-and-Support.pdf](http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3_11_13-Program-accountability-and-Support.pdf)

Heather's focus when attending Symposium was to try to determine how MMSD can best assess if their induction program is effective through data collection. The session she attended discussed two kinds of data:

Data of Implementation – Are we doing what we said we were going to do?

Data of Impact – Are we retaining teachers, changing practice and paying attention to student learning?

The handout provides a guide for data sources related to these two types of data. There is also an NTC Practice Brief that summarizes this information:

[http://www.newteachercenter.org/sites/default/files/ntc/main/resources/BRF\\_Induction\\_Program\\_Impact\\_Plan.pdf](http://www.newteachercenter.org/sites/default/files/ntc/main/resources/BRF_Induction_Program_Impact_Plan.pdf)

**Whole group share: Be prepared to share one idea, concept or take-away that you learned from your table group.**

Monona Grove - All of the parts of the data are important whether you have a release program or 1:1

McFarland - What time of year is best to gather the data? We use an exit ticket at our induction meetings to collect data. However we would like a better response rate. The Data of implementation is as important as data of impact.

Verona – Mentor ongoing training and support with accountability is important. We need to move practice forward from buddy system to mentoring.

Madison – Importance of data and accountability.

**Managing: Upcoming Opportunities**

*Purpose: To make announcements and share information*

- Visit [www.dcntp.org](http://www.dcntp.org) for details and registration information on programming. Please share tools and resources with us!
- Learning with and from one another through **Site Visits. Please add!** *Our districts have provided a list of their induction meetings, forums etc. that other DCNTP Districts are invited to attend. Please contact the district contact listed to let them know you would like to attend:*  
[http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3\\_11\\_13-DCNTP-Site-Visits.pdf](http://dcntp.org/wp-content/uploads/2013/03/DC-Resource-3_11_13-DCNTP-Site-Visits.pdf)
- Release Mentor Forum, Thursday, March 14
- Program Leaders Coffee, Friday, March 15
- BT Seminar #5, *Self-Reflection*, April 18, 2013
- Board Meeting, McFarland, April 22, 2013
- Budget update: Building sustainability and new services. *We created a new draft budget for 2013-14. There will be an increase from previous years that has been communicated to our DCNTP Superintendents. This was suggested by our board as we have been under budgeting the actual cost of our programming. In addition the increase is also a result of the following:*
  - Increase in DCNTP service offerings based on request from our member districts
  - Increase in DCNTP Members participating in our service offerings
  - Investment in Professional Development for program sustainability
  - Investment in DCNTP staff salary levels for program sustainability
  - Loss of DPI Grant. We are placing an emphasis in 2013-14 to secure additional grant funding.
- *Mentor's Role in Educator Effectiveness update: If initial educator coming into district, initial licensure in first year and now they are also required in 2014-15, for their educator effectiveness evaluation to be based on Danielson or CESA 6. In addition you have the effective, licensed professional educator. We worked with districts to make the connection between the three in those three hours. If your PDP Goal is big and transportable....the EE could be the SOL goals. Mentors need to understand to pass on to veteran colleagues so that Educator Effectiveness is received more positively. Could use this topic for your district consult.*

## **Closing—Applying our Learning**

*Purpose: To allow for shared building of next steps and individual reflection on today's learning*

**Reflection** (pink sheet):

- ***Shared:*** Considering all that we've learned today, and returning to *High Quality Induction and Mentoring Practices*, where should your project go next?  
[http://dcntp.org/wp-content/uploads/2013/03/District-Council-Resource-NTC-HQ-IP-3\\_11\\_13.pdf](http://dcntp.org/wp-content/uploads/2013/03/District-Council-Resource-NTC-HQ-IP-3_11_13.pdf)  
What resources and support do you require? What are your district's next steps to accomplish by June? By August? **Think, pair, share in district or model-alike pairings** (same as opening).

### **Accomplish by June?**

*Sun Prairie – put on schedule to continue conversations of scheduling with teachers and continuing our program.*

*Madison – recruitment, clarifying roles and responsibilities*

*McFarland – Five essential data collection questions that Heather brought back. Evidence in the sentence frame. How to do that when mentors have a quick hallway visit, or when time is short to have a conversation that moves practice forward.*

*Monona Grove – Develop two to five year strategic plan. Review pillars of a successful program and revisit.*

### **Accomplish by August?**

*Waunakee – Program evaluation*

*Belleville – New principals, get to them and get buy in. New Superintendent in August.*

### **Feedback on DCNTP Meeting today:**

*+Great to hear feedback on NTC Induction Symposium.*

*-Do something about the paper (manage differently)*

*+Welcome Edgerton. Glad they could join us today.*

*+Love the structure and willingness of everyone to share*

*+Good food*

**Next meeting: Monday, May 20. Mark your Calendars!**