

**Dane County New Teacher Project District Council
Meeting Minutes**

May 20, 2013, 2-4 pm

Monona Grove School District Office

“When we focus on teachers, our students succeed.”

Present

Andersen, Steve – Cambridge Howe, Tom - DCNTP Ohm, Melissa – DCNTP Lott, Heather - Madison Evenson, John – Madison Jolly, Jacqueline - Madison Schaap, Ruthie – Marshall Heuer, Marc – McFarland Evans, Nancy – Monona Grove Gollup, Tim – Monona Grove	Foley, Linda - Stoughton Hernandez, Steve – Sun Prairie Nesbit, Shawdi – Sun Prairie
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Please note that these minutes and the links to all resources can be found on our website at: <http://dcntp.org/members/for-district-council/> Password: DCNTP1

All meeting responses are in blue italics

Connecting:

Purpose: *To identify and share an induction program success both for validation and for group learning. Members studied the Induction Program Standards and on the green note taking guide describe an induction program success from this year. They shared a success and data used.*

Success	Data Used (how/why)
<i>Principal Engagement a Success</i>	<i>DCNTP Consult at mentor forum</i>
<i>Mentor PD</i>	<i>Moved to standards based mentor goals = PDP/District goals</i>
<i>Mentor Meetings</i>	<i>Differentiated for first and second year.</i>
<i>Principal Engagement</i>	<i>Triad protocol using post-observation conversations</i>
<i>Program Assessment</i>	<i>Program leader lead discussions that included mentor teachers and beginning teachers and how to strengthen the program</i>
<i>Added second year teachers to induction program</i>	<i>Developed a presentation created by using a lot of data from Release Mentor Forums and other trainings offered by DCNTP/NTC.</i>

Learning: National Teacher Induction Network

Purpose: To learn applicable induction ideas from representatives to National Teacher Induction Network, May 6-8, 2013 in Aptos, California.

Mentoring for Content Literacy in the Common Core – Shared by Steve Hernandez, Sun Prairie

View related power point slides and handouts from NTIN here.

http://dcntp.org/wp-content/uploads/2013/06/DC-NTIN-Mentoring-CLCC-5_13.pdf

Take aways:

- Tie lessons to CCSS with beginning teachers at the beginning of year and make consistent part of protocol.
- Mentoring questions around argue, explain, analyze and narrate.
- How do we collect evidence through observation? Could use video observations.
- Observe veteran teachers with BTs and help them to identify strands of the CCSS
- Use of CC specific tools and resources (see packet).
- Teachingchannel.org to view videos of beginning teachers.

Coaching to build mentor expertise: - shared by Marc Heuer, McFarland

View related power point slides and handouts from NTIN here:

http://dcntp.org/wp-content/uploads/2013/06/DC-NTIN-Coaching-build-Mentor-Exp-5_13.pdf

- What is quality mentoring? They shared protocols (see link above)
- Provided examples of cognitively rich coaching.
- Provided additional possibilities for engagement. Four types of field visits. Incorporating video.
- Insights and applications: How do we extend this fieldwork based professional development?
- They modeled a mentoring conversation. Sometimes mentors may need to see what this actually looks like and model a conversation.
- Asked how to do this in practice. Possibly provide a structure with a coaching peer and meet possibly on a quarterly basis.
- Feedback from group that both mentors win in this collaborative peer/mentoring relationship.

Whole group share and chart: Applications to our work:

- Use the teaching channel.org to review practice with BT's and possibly veteran teachers
- Use teachingchannel.org – align videos to Danielson/to to SIP goals.
- Teacher's college also has a variety of short videos (in common core)
- Idea of videotaping mentor conversations. Videotape yourself and reflect on yourself, or reflect with another mentor.
- The more you videotape your work together it could help to build trust with colleagues as long as you are already having a positive relationship. At first beginning teachers may be hesitant and then after awhile they get used to and want to be videotaped for feedback. Also watch videotape and get feedback at mentor meetings. Expect a beginning teacher to routinely ask at the beginning, how they look and how they sound. Could offer them to watch it first and ask if they want to discuss together.
- DCNTP has several protocols available if anyone wants more information.

Managing: Upcoming Opportunities

Purpose: To make announcements and share information

- Visit www.dcntp.org for details and registration information on programming. Please share tools and resources with us!
- We are delighted to welcome Edgerton School District to our consortium for 2013-14
- New Services in 2012-13:
 - **Site Visits.**
 - Program Leaders Coffees
- New Services in 2013-14:
 - Greater support for 1:1 mentors
 - District Induction Team Workday
- *Mentor's Role in Educator Effectiveness* update: Our next steps: 1) On-going support for districts; 2) extend time if offered again, and 3) create more team time and sharing opportunities.

Closing—Applying our Learning

Purpose: To allow each district to consider a goal to work on for next year, and to inform our District Induction Team Work Day in August.

Shared the following district resources for beginning teacher orientations

Resources can be found here:

http://dcntp.org/wp-content/uploads/2013/06/DC-5_20_13-Orientation-Resources.pdf

- Two-day orientation schedule that Cambridge uses
- Tips and tricks from Nikolay Middle School in Cambridge
- Procedures check list for getting school off to a good start – Monona Grove
- Checklist for new educators, what they need to know about in their school – Madison
- What Administrators would like new teachers to know about their expectations: “I know I hired the right person when.....” - Stoughton

Reflection:

Using the SMART goal and Effective Program Goal criteria on the green note taking guide, set a goal for your induction program in 2013-14. What supports do you require from DCNTP? Whole group share out and chart.

- *Encourage every mentor will meet with principals two times a year with midpoint check in so there is a clear understanding of the goals of the teacher. – Madison*
- *As a program we will research, develop and implement the use of technology (ipads) so that beginning teachers will be able to plan and deliver. As measured by induction continuum page 26 - MG*

Supports needed from DCNTP

- *District Council Technology sharing – Mentor Forum Topic*
- *Collegial coaching strategies – processes/procedures*