

**DCNTP Board Agenda**  
**December 9, 2014, 4:00-6:00 pm**  
 McFarland District Office

Present: Roberta Felker, Tim Mommaerts, Ruthie Schaap, Barb Sramek, Nicole Toepfer; Tom Howe and Shirley Smith

**Outcomes:** We will:

- **connect** professional successes with programmatic successes in your district and/or the consortium.
- **select** two scholarship recipients to attend NTC's Symposium and **ready ourselves** for travel there.
- **explore** and **give input** on our 2015 goal from NTIN
- **reflect** how DCNTP supports the development of teacher leaders.

**4:00-4:20 Connecting: A Mid-Year Review--Checking in with successes**

*Purpose: To consider how our personal success is tied to support from others within a learning organization.*

Think. Write. Pair and share.

*Identify an induction program success either in your local program or in the DCNTP. What was YOUR role in making it a success? How did other supports in the organization aid you in this success? **Connect to one of the 10 Induction Program Standards (IPS)***

Induction Success	Your role?	Other supports
Instructional Practice	Focus on equity	
Program Admin and Communication	Facilitate ownership, learning community at District Council meeting	
Principal Engagement	Facilitate	
Beginning Teacher Professional Development and Learning Communities	Support district activities, make use of DCNTP	
Program Vision, Goals	Build on work from last year's committee; strong conversations with mentees	
Mentor Selection	Strengthen selection process	

#### **4:20-5:00 Learning I: Selecting two Symposium scholarships**

*Purpose: To select individuals who will enhance the DCNTP's mission as a learning organization. Four applicants submitted scholarship applications.*

- Steps: 1) Individually read and rank applicants. 2) Compile numbers to determine the ranking. 3) Engage in a discussion regarding the selection.
  
- 1) Read applications individually and rank order the four, with 1 being the strongest, and 4 being the weakest, based on each applicant's:
  - current and likely continuing participation in DCNTP.
  - willingness to share their learning with others in DCNTP.
  - passion for induction and for accelerating beginning teacher practice.
  - willingness to grow personally and shape induction in their local program.
- 2) Compile numbers.
  - Applicant A - 14
  - Applicant D - 16
  - Applicant C - 17
  - Applicant B - 23
- 3) Open discussion to select **two**. All other things being equal, preference will be given to individuals who have not been supported for such opportunities in the past. Additionally, we will consider the districts involved as DCNTP is a shared services consortium equally funded by member districts.

**Applicants C and B selected: Shawdi Nesbit and George Mavroulis**

#### **5:00-5:30 Learning II: Our NTIN experience and goal**

*Purpose: To explore the 2014-15 goal and apply the wisdom of the group to its refinement. (See document "[dcntp\\_ntin\\_fall2014\\_goal](#)")*

- In a triad, explore our Program Goal and notes from NTIN, noting the appropriate Induction Program Standard:
  - What strengths do you see?
    - We try to keep it simple
    - Focus on good teaching
    - Systemic training for all
    - We collaborate and reflect as a learning organization
  - What questions do you have?
    - We were asked: What does success look like?  
It's holding true to mission statement, which says "build" and not "sustain."
    - How do you draw line through mentors, through BTs, through students. Defining good teachers with WTS and Danielson.
    - Hope data provides good possibilities for further exploration, development of district-specific goals
  - What's missing?
    - Principal response rate on survey was low

- Explore individually and then as whole group the artifacts shared at NTIN, and share National Teacher Induction Network site housed in NTC's *Learning Zone*. A resource to tap as we identify clearly our needs for the next several years. See documents "[Artifact packet 1-Developing Mentors and Mentor Leaders](#)" and "[Artifact packet 2-Communication and Advocacy](#)." On the NTC Learning Zone website, you can see the artifacts from all NTC works with in NTIN. Example: Fargo annual report. Symposium and survey will tell us where we want to take the program.

### **5:30-5:40 Managing:**

*Purpose: to quickly disseminate necessary information and solicit feedback as needed..*

- Next meeting: Feb. 3, 2014, McFarland DO.
- BT Seminar 3: Candlewood Suites, January 8, 2015 *PDP—Part 1*
- Release Mentor Forum, Dec. 12 , 2014 and Jan. 9, 2015
- Principal Breakfast Feb. 6. **Please push attendance.**
- Visit DCNTP.org—how can **you** help with our communication goal?
- Other:  
Board symposium attendance: won't go in a regimented way, but plan on Monday and Tuesday night gatherings there. Idea: blog post from symposium.

### **5:45-6:00 Closing: Developing Teacher Leadership in Learning Organization**

*Purpose: To consider characteristics of teacher leadership, and the degree to which DCNTP's mission intersects with its development. Will get to this next time.*

- Read Stephanie Hirsh's *7 Responsibilities of Teacher Leaders*.
  - Does DCNTP's mission or PD encourage any of these? In what way?
  - Should we be doing more around developing leaders at all levels?
- Public evaluation of our meeting.

Liked the grounding activity at the beginning: where I'm at, what I'm doing.  
Liked reading the scholarship applications; people's desire and excitement to be involved in this work.

From reading the applications, you remember how important this is; lucky to be going to symposium; responsibility for myself.

**when we focus on teachers our students succeed**