

DCNTP Board Agenda
February 3, 2015, 4:00-6:00 pm
McFarland District Office

Present: Roberta Felker, Heather Lott (Skype), Tim Mommaerts, Ruthie Schaap, Barb Sramek, Nicole Toepfer, Teresa Voss; Tom Howe and Shirley Smith

Outcomes: We will:

- **consider** how DCNTP's mission currently supports what members value and need from an induction program.
- **prepare** ourselves to fully leverage the Symposium experience for DCNTP, our districts and ourselves.
- **explore** and **give input** into personnel, budgetary and programmatic for DCNTP, 2015-16.
- **share appreciations** for others in our community.

4:00-4:20 Connecting: Revisiting our Mission

Purpose: To consider how our current status and the Induction Program Standards compare and contrast with our Mission statement.

- Individually: Identify, from your experience, the most important purpose(s) of the DCNTP:
 - Training teachers to support beginning teachers
 - Educating school leaders on the importance of supporting beginning teachers and mentors
 - A place/community to talk about induction
- With a triad, share your thinking and **compare** what you value to our current mission:
 - We have become more about sustaining and refining than building
 - A learning organization as opposed to just a training organization
 - Responsive to new educational requirements; pay attention to trends without being trendy

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.

- As you consider your list with your triad, look at the Induction Program Standards and your own purposes list, and share your **contrasts**—what doesn't our mission reflect about our current work? Discuss, write, share:
 - Our broad lens misses talking about the individual; we are individual learners. Do learners impact students?

- We create Professional Learning Communities across districts, and address questions embedded in PLCs, like how do we know new teachers are growing?
- How do we know when what we're doing is working?

4:20-4:50 Learning I: Symposium attendance and discussion

Purpose: To consider how best to tie our learning to DCNTP needs.

Open Forum: From the IPS and your experience, in which areas of induction do the greatest needs exist **across** the DNCTP?

- One-to-one mentor professional development—getting them PD in an ongoing way.
- Program assessment, evaluation, accountability. What data to collect to show impact of program wholistically. Protect confidentiality.
- Principal engagement; good intentions, but distracted by EE, SLOs.
- We provide opportunities, but don't focus on equity and universal access—how do we mentor for that (IPS 10)?

Our Purpose at Symposium: Beating the Symposium game!

1) Insights from previous attendees

Have contact information handy; use list of attendees from NTC.

Sit at tables where you don't know anyone.

Take some time for yourself, get outside; Sunday afternoon has some time.

2) Serving DCNTP, our districts, and ourselves

3) Opportunities: Attend sessions; attend Monday night's networking session; meet with the DCNTP team for dinner on Tuesday night.

4) Preparing to share your insights with the group—note taking guide

5) District Council: Preparing to Share in Breakout sessions

4:50-5:30 Learning II: Upcoming Issues—Open Forum

Purpose: To gain awareness and prepare next steps for action this Spring.

- Tom's medical family needs—pinch hitter list to maintain services to our member districts ([see Upcoming Events Contingency Plan](#))

Don't need volunteers at this time; may not need.

- Pay for both preparation and presentation

- Tom's reduction of pay for worktime missed based on per diem

Real cost of DCNTP. Benefits for Project Mgr,

Need a succession plan.

When did we ask districts for a three year commitment? We promised costs would not change. But this would change that.

- Program expansion of offerings

- Beginning Teacher Seminars x2

- PLS 5-8: All, some, none?

- Instructional Coach Training PLS 3 and 4

We have to offer basic trainings, PLS 1-4. But what about PLS 5-8? Year 2 cycle. If we choose to add these (Tom has asked can we pick and choose?)

Also IC training. Add PLS 3 and 4?

But Tom is only one person. Even if things are going right, we can't add in a whole second series of trainings. Do we have the capacity to offer that? Not that there isn't a need for it, desire, but do we have the capacity.

Given that, could we capitalize on you by offering every other year for the next two years. This year we offer coach training, next year the PLS 5-8. Because PLS 1-4 is our bread and butter, MUST offer.

A lot of training to take place to replace Tom.

Heather: not making a decision, but questions. In order to operate these trainings, we need NTC presenter. Someone from NTC. But right now, that is Tom.

- Budget: Issues for your consideration as we move forward this Spring.
 - Increased load of training and services require more dedicated help that can also lead to sustainability issues being addressed. Part-time Co-Chair?
 - Increased costs for staff. Currently no benefits for Program Manager or Chair. We should offer benefits (especially health) to both PM and Co-Chair to make the position comparable and competitive.
 - 2014-15 a "blip" year economically and in terms of participation?
Based on district forecasts, may not be.
Trend data of teachers retiring, or BT going up for a variety of reasons. Not sure if we're seeing a blip. Maybe a trend. Met Life study: 1999 mode teacher = 15 yrs experience. 2008 mode = 1 year experience
- Spring Board retreat to build a three-year plan for DCNTP?
 - Invitees beyond the Board?
 - Date and location?

Part time co-Chair? Candidates?

Benefits, especially health, for PM and co-chair

"Left over" money can be called "fund balance"

Supts will want to know what are implications for being a participant. Dollar value for each district pay to play. "Oh, we've grown. We need a co-chair. Great. What's that going to cost?"

Spring retreat to build 3 year plan for DCNTP.

People who've been part of this in the past but now are gone, or Jon from SEWNTP. Another voice in the room.

Look at June calendars, go off site.

Propose some dates for June for spring retreat. Two, eight hour days.

5:30-5:40 Managing:

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

- Visit DCNTP.org: upcoming trainings
- How can **you** help with our communication goal?
- Other:

5:45-6:00 Closing: Appreciations