

Collected Feb 22, 2012

Hopes

- Continue to network and share best practices
- That these meetings and connections continue
- We can push beyond the surface. I sometimes feel we are surfing and need to dive in hard when we are in some many places.
- Engagement and buy in from all stakeholders
- Creative ideas for school based mentors who do not have release time
- Teacher induction brought to the level of importance needed at administrator level
- To continue academy gains, discussion and networking
- Continue to have quality meetings next year with direction and support from NTC
- More sharing and conversation between LEAs about what is working and assistance
- Includes quarterly training opportunities for mentors from around the state
- MD is moving in a very positive direction with induction. The collaboration with NTC and the growing network of trained mentors and new teacher support providers gives me hope
- Institutionalize program at the system level
- Systemic plan for instructional mentoring will be supported by LEA leadership teams in the face of coming changes, i.e., MSCCC and Teacher Evaluation

Concerns

- How will mentoring change or need to change as the evaluation model changes? Will we be ready?
- How will we sustain this after RTTT?
- Getting every LEA to value induction and make it a priority
- Teacher leadership and capacity in the age of evaluation of teachers
- Each LEA independence is a strength and a weakness. We could make things easier if there was one set of standards for the state.
- Budget, commitment; that LEAs will look very different in mentoring programs
- How to ensure that system leadership values induction
- Support from upper level administrators as well as principals
- How to meet COMAR regulations with decreased staffing and funds, maintaining a quality induction program for all non-tenured
- Aside from funding, we are finding that teachers are becoming reluctant to do extra in this era of tight budgets. Even my full time mentors often ask for time compensation on top of a pay opportunity. Teachers' time is valuable.
- That there will be all new faces starting over again.

- Will the new Superintendent support and recognize the efforts of and our Dept of Professional Dev in its role in teacher induction?
- Sustain quality programs that ensure new teacher success
- Lack of collaborative commitments due to pressures transitioning to the common core

Ideas:

- Structured time to talk in small groups about what we are doing and how we could move forward. I think we could get some great ideas started in these conversations.
- Dig deeper: having the student achievement data to back up the effectiveness of induction programs
- How will counties be held accountable for quality NTIPs?
- MSDE sponsored cluster academies offered regionally to deliver the MD model for instructional mentoring training components
- More conversations and problem solving
- The ability to mentor all new teachers and provide time for immediate face to face feedback
- Occasionally meet in differentiated groups; i.e., counties with full release, w/retired, etc.
- Create a mid Atlantic consortium which would have partnerships with LEAs unions and universities to provide innovative PD
- Hire a state teacher induction specialist whose sole responsibility is to focus on drawing the state together and providing assistance.
- Resources for principals readily available from MSDE
- I would like to see a state induction meeting/info for principals
- Create a blog for coordinators and mentors to share ideas and offer support through the year
- Invite Superintendents to a meeting, or assistant supts.
- Regional sites for professional learning, resource generation, web based learning across LEAs