

**Agenda**  
**Teacher Induction Program Leaders' Meeting**  
**April 16, 2013 – 9:00 am – 3:00 pm**

Stevenson University  
Owings Mills Campus, Rockland Center, Conference Room A

**Outcomes:**

**Participants will...**

- Engage in information sharing around a professional artifact;
- Expand their toolkit of strategies for differentiation;
- Engage in information sharing around Student Learning Objectives;
- Engage in information sharing around The Stages of Professional Development;
- Continue to improve mentoring practice through coaching conversations;
- Review and discuss Online Follow-up updates;
- Review and discuss the Summer Academy 2013; and
- Connect with colleagues from across the state.

Time	Activity
9:00 am – 9:30 am	<p><b>Welcome</b> <b>Connector – Corinne Gorzo, Howard County</b></p>
9:30 am – 10:15 am	<p><b>Professional Artifact Sharing</b></p> <ul style="list-style-type: none"> <li>• <b>NTC Symposium – Terry Reilly, Harford County &amp; Heather Lageman, MSDE</b></li> <li>• <b>Bring a professional artifact of something that you are doing in your system that has been successful to share – All Coordinators</b> -Carroll, St. Mary's, Harford, Somerset, Anne Arundel, &amp; Montgomery shared</li> </ul>
10:15 am – 11:00 am	<p><b>Differentiation Conversation – Cheryl Krehbiel, New Teacher Center</b> <b>There is no COMAR regulation that requires differentiating for different levels of mentors. However, if the mentors are going to be evaluated based on the effectiveness</b></p> <p><b><u>Year 1 Mentors:</u></b></p> <ul style="list-style-type: none"> <li>-Forums</li> <li>-Small group pull-outs by level</li> <li>-Quarterly meetings for Year 1/2 Mentors</li> <li>-Coordinator goes out and observes and debriefs (Harford County)</li> <li>-Mentor observations based on areas of need (not years of experience) to ensure capacity (Baltimore City)</li> <li>-Training for all mentors with a 3 credit MSDE graduate course (Montgomery)</li> <li>-Mentor Shadow Program (with needs assessment) – Year 1 Mentors shadow veteran mentors (Charles County)</li> </ul>

	<p><b><u>Year 2 Mentors:</u></b></p> <ul style="list-style-type: none"> <li>-Forums</li> <li>-Year 2 Mentors come in and train Year 1 Mentors (Anne Arundel)</li> <li>-Small group pull-outs by level</li> <li>-Quarterly meetings for Year 1/2 Mentors</li> <li>-Coordinator goes out and observes and debriefs (Harford County)</li> <li>-Mentor observations based on areas of need (not years of experience) to ensure capacity (Baltimore City)</li> </ul> <p><b><u>Year 3 Mentors:</u></b></p> <ul style="list-style-type: none"> <li>-Forums</li> <li>-Small group pull-outs by level</li> <li>-Quarterly meetings for Year 1/2 Mentors</li> <li>-Coordinator goes out and observes and debriefs (Harford County)</li> <li>-Mentor observations based on areas of need (not years of experience) to ensure capacity (Baltimore City)</li> </ul> <p><b>THINK ABOUT:</b></p> <p><b>What data do you have?</b></p> <p><b>What data <i>of effectiveness</i>?</b></p> <p><b>How might I use technology intentionally to reduce costs?</b></p> <ul style="list-style-type: none"> <li>-set up office hours on Nexus to get feedback from new teachers (soft data)</li> <li>-social networking (edmodo/Facebook)</li> <li>-run a Twitter feed</li> <li>-Skype for conversations (instead of travelling)</li> <li>-upload videos</li> </ul> <p><b>How can you use technology to help a mix of all levels of teachers?</b></p> <ul style="list-style-type: none"> <li>-Mentoring conversations do not have to exist one-on-one --- if they all have the same need, have a feedback conversation with fishbowl.</li> </ul> <p><b>Remember to collect your Mentor Survey Data to advocate for change.</b></p> <p><b>There is so much possible use of technology available to you free of charge, and Cheryl implores you to take advantage of it.</b></p>
11:00 am – 12:00 pm	<p><b>Student Learning Objectives (SLOs) – Jean Satterfield &amp; Linda Burgee, MSDE</b>  (See PPT)  Is there evidence that we can collect to support the grades that students are given?  Learn a little – Work a little – Learn a little Process  <a href="http://www.marylandpublicschools.org/MSDE/programs/tpc">http://www.marylandpublicschools.org/MSDE/programs/tpc</a>  Public portal is available with training modules  Contact Jean Satterfield <a href="mailto:jsatterfield@msde.state.md.us">jsatterfield@msde.state.md.us</a> or Liz Neal <a href="mailto:eneal@msde.state.md.us">eneal@msde.state.md.us</a> or Linda Burgee <a href="mailto:lburgee@msde.state.md.us">lburgee@msde.state.md.us</a></p>
12:00 pm - 1:00 pm	<p><b>Lunch on your own</b></p>
1:00 pm – 2:00 pm	<p><b>The Stages of Professional Development</b>  – Debi Gartland, Towson University &amp; Stacey Williams, University of Maryland  (see PPT)</p>

2:00 pm - 3:00 pm	<b>Coaching Lab – Gail Coffin, MSDE</b> Problem Posed Problem Solved Commitment to Action  <b>Future Plans</b> <ul style="list-style-type: none"><li>• Plans for Online Follow-ups</li><li>• <b>PLEASE Register &amp; Participate!!!</b></li><li>• Summer 2013 Academy (June 25-27, 2013) at Turf Valley in Ellicott City, MD</li></ul>
3:00-4:00 pm	<b>Planning Group Meeting – for those who are interested in planning our quarterly meetings, please plan to stay and discuss!</b>