

Agenda
Teacher Induction Program Leaders' Meeting
February 22, 2012 – 9:00am – 3:00pm
Stevenson University
Owings Mills Campus, Rockland Center, Conference Room A

Outcomes:

Participants will...

- Review county TELL data, reflect and discuss implications for action plan with coaching partners;
- Hear from colleagues about their program;
- Discuss updates to state website;
- Plan for Year 2 academy;
- Connect with colleagues from across the state.

Time	Activity
9 am	<p>Welcome and Connector</p> <p>Stephanie Hirsh commentary in Education Week about the Common Core Contradiction – “Common-Core Work Must Include Teacher Development” <i>Standards movement must embrace teacher professional learning</i> http://www.edweek.org/ew/articles/2012/02/01/19hirsh.h31.html</p> <p>CONNECTOR: How does the vision you have in your program play into Arne Duncan’s remarks?</p> <p>http://www.ed.gov/news/speeches/teachers-get-r-e-s-p-e-c-t</p> <p>Teachers Get R-E-S-P-E-C-T Remarks of Secretary Arne Duncan at a Teacher Town Hall February 15, 2012</p> <p>RESPECT is an acronym that stands for Recognizing Educational Success, Professional Excellence and Collaborative Teaching. I've always believed that in education, we simply don't have enough acronyms yet—we needed one more!</p>

	<p>All kidding aside, let me break down what RESPECT is all about:</p> <ul style="list-style-type: none"> •Educational success means that we are focused on improving student outcomes. •Professional excellence means that we are focused on continuously improving practice and recognizing, rewarding, and learning from great teachers and principals. •And collaborative teaching means that we are focused on shared responsibility and creating schools where principals and teachers work together with their peers, support each other, hold each other accountable and lift each other to new levels of skill and competence. <p>The purpose of the RESPECT Project is to directly engage with teachers and principals all across America in a national conversation about teaching.</p> <ul style="list-style-type: none"> -He mentioned induction no less than 4 times in his brief speech. -He made a passionate appeal to get the best educators to the students who need them. -He emphasized collaboration. <p>Thoughts from the groups....</p> <ul style="list-style-type: none"> -Collaborative piece is a common theme – we discussed how to include the principal in that collaboration
	<p>Best Practices Share</p> <ul style="list-style-type: none"> -Terry Reilly from Harford County shared the concept of model classrooms(the why and how...including how it has evolved), the various areas covered in elementary (screen shots of what they get on a flash and what we post on our county Share site), and then how it is different for secondary. -She also shared the details of the document organization system they use to get the new teacher started and organized. The message to new teachers when they are setting up their rooms: “How does this classroom facilitate instruction?” – NOT “I need to make it pretty and go shopping.” -The have the Model Teachers model good instruction and plan out the 3-hour session to build community and sharing. They tour and take pictures of classrooms and displays to get ideas. -It gets the highest marks from their new teacher orientation events! -They load flash drives at the start of the year and put it on the Shared Drive, but it would be a great idea to add documents as the year progresses. -Carroll County does this 4 times per year, and they require that people attend to get the context and the materials. -Average hiring year was 200 up until this year. It always changes and it is hard to hit the moving target when planning.
	<p>Case Study, Data Protocol & TELL Data & Action Plans</p> <ul style="list-style-type: none"> -TELL stands for Teaching, Empowering, Leading, & Learning. -website: http://www.tellmaryland.org -Administered every-other-year in March –April to ensure sufficient time for

schools to look at the data, make changes through school and district improvement plans and let those changes take hold.

-It is administered to teachers in their first three years of teaching.

-As soon as the individual school level data is released by the Governor, then we will distribute it to you. It is already online by school!

<http://www.tellmaryland.org/reports/>

-**ORID** Process stands for:

Objective, factual statements (learn to distinguish evidence from skill – important in conversations with new teachers)

Reflective level – get personal

Interpretive level – what are the trends you see? Good news to share...what else do I need to get there?

Decisional level that puts an Action Plan in place for Next Steps

Key Abbreviations for TELL Data:

OPW – once per week

AD – almost daily

AGD – a great deal

ORID Process:

Step 1: Objective level

-1/2 of respondents saw it as emotional support

-focus a great deal on classroom management

Step 2: Reflective level

-concerned that the differentiation score was not higher – especially with ESOL (the state number was higher than the sample district)

-are equitable classrooms avoiding those conversations?

Step 3: Interpretive level

-I want to get to work on analyzing student data and really digging in. Why are the mentors shying away from that piece? We will have to develop a process for the forum to get at this.

-Differentiation is an issue.

-It is good to see that they are getting help with classroom management (as long as it is happening early and not continuing all year).

Step 4: Decisional level: Does this data provide you with ideas for action planning? Where would you put your efforts and why?

-Having more training in analyzing student work because it helps them drill down and reflect and look on basic instruction and management.

-Ask non-tenured teachers – do you do these things and if so, with whom? The instructional coach may not be able to provide EVERY piece, but you need to know who and how they collaborate.

-Once the scattergrams are released, you can look at this at the school level and focus on exactly what resources are needed, where, and how much they cost.

-This is a great opportunity to analyze the TELL data for your superintendent and present the importance of it to them. It is a great opportunity for advocacy and targeted work on induction.

TELL Data

-The individual school level data online by school at

	<p>http://www.tellmaryland.org/reports/</p> <ul style="list-style-type: none"> -Look at your school level data and analyze how you will use this detailed information. <p>Action Plans</p> <ul style="list-style-type: none"> -Look at the new Continuum and meet with your Coaching Partner to look your Action Plans -Create posters of one piece of the Continuum for your District
12:00-1:00 pm	<p>Lunch (on your own)</p>
	<ul style="list-style-type: none"> -Gallery Walk with posters and comments <p>Best Practices Share</p> <ul style="list-style-type: none"> -Christy Scott from Somerset County presented the Agenda from her January meeting. The Ch-Ch Change sheet was used with color-coded post-it notes for ease of summarizing and staying organized. She surveyed mentors and new teachers about what they needed training on and heavily weighted the opinions of the mentors. -She used a great greeting card activity to have them rank themselves on the continuum. -Time to reflect (START/STOP/CONTINUE/CHANGE) – she collected the index cards and saved them and recently sent them back to the participants through inter-office mail. -She sends out the Non-Tenured Teacher Survey and the Principal Survey and collects the data. <p>Year 2 Academy</p> <ul style="list-style-type: none"> -Year 2 participants will be asked to bring in evidence of the work they have been doing and the case study work. -This is not a final head count – it is the first attempt to get a head count and adjust accordingly. -Explained the registration system with EEA – the window is March 15-April 15 – stipends will be given to LEAs accordingly. -Post-it note activity to assign participants. -We are responding to the feedback that LEAs need to have their participants in different groups for cross-pollination. <p>Website</p> <ul style="list-style-type: none"> -Gail reviewed the plan for the website and the inclusion of the Learning Forward standards and link to the website. -The website should be up in April 2012 and Gail asked for Coordinators’ permission to post their contact information and links to their websitr <p>Other Business</p> <ul style="list-style-type: none"> -Learning Forward Report out -Common Ground and Steve Barkley event -Summary of NTC Symposium
2:40-3:00 pm	<p>Wrap-up and Closure</p> <ul style="list-style-type: none"> -A hope for next year -A concern for Induction in Maryland -An idea you have to deepen the induction work in Maryland

Please bring with you the Program Standards and your Action Plans!