



Teacher Mentor Network Meeting
October 3, 2011
3-4pm

- We agreed to meet again after the November 30th meeting and NTC will be present.
- Use NTC to plan a statewide Mentor Conference next year....next Fall....early October/November.
- November is the best time - mentors need to leave new teachers alone during this time for report cards, etc.
- What outcomes do you see for the mentor conference that NTC
- Target administrators on County levels with our Conference so they can see what is happening on a State level and why they should support it.
- It is important to keep the local presenters.
- It would be great to have NTC input on how to create the presenter application so that we get better speakers.
- Could we have NTC do a keynote and help us shine a light on our Maryland presenters?
- We should go to THEMES for the conference.
- At this summer's Academy, suggest that NTC mention that once someone extends materials they receive at the Academy, they can present at the fall conference.
- It only took us a month to get the RFP together.
- Get them fired up in June. Let them see NTC's piece on Coaching and Complex Conversations at the June Induction Academy. Have NTC show/give us the workshop for those who have already attended Year 1.
- DIFFERENTIATE THE CONFERENCE
- What can you offer that is differentiated for new mentors?
- We need to look at what will be done in Years 1/2/3 so that we can see what pieces need to be picked up in-between each year. What connections to we need to be able to make to keep this sustainable?
- Beginning teacher assessment and mentor assessment.

VISION:

- In every LEA we are increasing the number of people who retire and it will require new teacher mentors. How will we make our programs keep working?
- Consider how we resonate with universities or have partnerships with unions and educators' associations to help build capacity. Look at a teacher leadership capacity focus. For example, Baltimore City is not paying their mentors but providing them with leadership training that will increase their pay.

TAKE-AWAYS FROM TODAY'S MEETING...COMMENTS FROM THE GROUP...

- Theory to Practice....we are not staying in the vague area - we are putting things on paper and NTC
- Program Continuum really helps me prioritize the huge list of what needs to be done. It will help Coordinators meet with the New Teacher Induction Advisory Group made up of Content Office people, Crisis Intervention offices, etc and explain what mentoring is.
- NTC's willingness to be flexible and do what we want is a refreshing way of doing it.
- They like that they put challenges up on the wall and NTC will return to them and address them.
- We need to look at schools that hire 15 new teachers and follow up on their data and what makes them leave and if retention improves. The Continuum made her visualize this.
- We need to talk about what is best for kids on a daily basis and forget about the territorial issues.
- The Impact Data Plan and how to collect it more efficiently was a huge piece for me. We meet with principals and present to them but it is merely a "check-off" - the practice is not really there. They don't put it to work and follow through on it.
- Principals don't see/hear that the future is in our new teachers and so they MUST pay attention. We need to develop partnerships with people like the principals (not the big shots) so that the integrity is maintained.
- We need to become our own self-advocacy group and presenting at conferences to get the word out about this.
- So many systems mine the mentors as administrators. It is a natural growth.
- You have to start with the Superintendents as well because if they believe in it, they will write about it and become crusaders. Push the political agenda of mentoring.
- This group could put a goal for themselves to present at a state conference for assistant principals. There is a conference for them in April 18-19-20.
- We can use this group to expand their work...could we get this group invited to the Assistant Superintendents or Superintendents meetings?
- We have stepped back as a group and become less involved - almost like an underground group.
- How do we advertise what is going on at the State level? How do we promote what this group is doing?
- We would have to choose very carefully what we choose to share - there is a PR piece that we must be aware of.
- Montgomery County is the only one with Consulting Teachers. They had to hire more Consulting Teachers because the system hired over 700 new teachers. They are inundated.
- I liked doing the chart to see what they had addressed in their plans.