### Agenda

**Teacher Induction Program Leaders’ Meeting**  
January 29, 2013 – 9:00 am – 3:00 pm  
Stevenson University  
Owings Mills Campus, Rockland Center, Conference Room A

**Outcomes:**  
Participants will…
- Expand their toolkit for utilizing the TELL 2013 data;  
- Engage in information sharing around PAR;  
- Continue to meet Induction Coordinators’ needs through information sharing around national trends;  
- Continue to improve mentoring practice through coaching conversations;  
- Review and discuss Online Follow-up updates;  
- Discuss next steps on the Mentor Survey; and  
- Connect with colleagues from across the state.

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<td>9:00 am – 9:30 am</td>
<td>Welcome Connector – Terry Reilly, Harford County</td>
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<td>9:30 am – 10:15 am</td>
<td>TELL 2013 Kickoff Discussion</td>
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<td>Patricia A. Foerster, Special Assistant for Education Policy, Office of the Governor</td>
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<td>10:15 am – 11:00 am</td>
<td>PAR</td>
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<td>• Montgomery County Model – Gail Epps &amp; Brenda Delaney</td>
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<td>• National Trends – Cheryl Krehbiel</td>
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<td>11:00 am – 12:00 pm</td>
<td>STEM Update from MSDE</td>
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<td>12:00 pm - 1:00 pm</td>
<td>Lunch on your own</td>
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<td>1:00 pm – 2:00 pm</td>
<td>Coaching Lab</td>
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<td>2:00 pm - 3:00 pm</td>
<td>Future Plans</td>
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<td>• Plans for Online Follow-ups</td>
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<td>• Finalized Mentor Survey</td>
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<td>3:00-4:00 pm</td>
<td>Planning Group Meeting – for those who are interested in planning our quarterly meetings, please plan to stay and discuss!</td>
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9-9:30am
Welcome & Connector
-Terry Reilly’s Speed Dating Connector
Round One:
- Choose someone with whom you rarely get a chance to chat.
- Look back to the year that has just passed and share with your “date” an accomplishment or challenge from 2012.

Round Two:
- Choose someone who is wearing the something that is the same color as something you are wearing.
- Look ahead to the coming year and share with your “date” a goal on which you are currently working or which you hope to realize in 2013.

Round Three (Wild Card!):
- Choose someone who has hair the same color as yours.
- You and your “date” must discuss one of the following:
  - sports
  - movies
  - restaurants
  - politics

Round Four (Lightning Round!):
- Choose someone who is at least 10 steps away from you.
- You and your “date” have two minutes apiece to tell each other about one way in which your school system has used the TELL survey.

9:30-10:15am
TELL Kickoff Discussion
Patricia A. Foerster, Special Assistant for Education Policy, Office of the Governor
-Pat presented on the TELL survey rollout and answered questions.
-See the website to download great resources: http://www.tellmaryland.org/
-Please feel free to contact her at pfoerster@gov.state.md.us or 410-974-2597.
-Emphasized that the survey is anonymous and a code cannot be used twice.
-If 50% or more in a school complete the survey complete the TELL survey, they will get individual school data. Then schools can create an environment where they can analyze the data and have conversations about specific data points.
-Then we can come together as a learning community.
-Harford County has used TELL data with school teams effectively.
-Pat asked “How could we enhance TELL’s visibility around the state?”
  -Tell the LEAs we are going to compare data system-to-system.
  -Look at feeder systems and compare how things build on the previous years and look at things from a regional sense.
-Publicity will be done with a Press Release from the Governor’s Office. They count on the partners to carry the message.
-The notion of follow-up and cross-pollination at the Assistant Superintendent or Director level could increase buy-in and use.
- It is only a 20-minute survey because they know that educators are surveyed a great deal.
- Educators do not have a lot of control over the Common Core and the PARCC assessments. This is a time when we can have some scientific data that is based on research on whether our schools are successful and meet the needs of our students.
- This is the chance for educators to be heard.
- This is designed to create momentum for movement at the BUILDING level. It is a very contained environment where we can make changes that directly impact student achievement.

**Jevonna Willis’ work on TELL in Charles County**

- They have Survey Champions/Heroes – their Superintendent made it a priority because they USED it in their system and got a 90% + rate in their County.
- The Research & Assessment Department in Charles County uses the data for School Improvement Planning.
- The Governor loved North Point High School but he knows that we don’t need to create 50 North Points across the state.

### 10:15-11:00am

**PAR**

**Montgomery County’s Gail Epps and Brenda Delany Information Sharing on PAR**

- Gail Epps presented on PAR (Peer Assistance and Review) and what it means for mentoring and evaluation.
- She discussed how people are trained for PAR through Skillful Teacher Center.
- What is PAR?
- In PAR, the local teachers union and district administrators jointly manage a program to improve teacher quality by having expert teachers mentor and evaluate their peers.
- What strategies do you use to support your Consulting Teachers?
- PAR Pairs (1 principal and 1 teacher) support each Consulting Teacher to give them advice and suggestions on their caseloads. They meet monthly.
- They are also allowed to attend Mentor Forums and take mentor classes.
- Some also attend mentor academies.
- See PPT.

**Cheryl Krehbiel - PAR**

- Why PAR? Why now?
- Because of RTTT, you must evaluate teachers using some sort of student achievement method.
- The notion of a mentor or lead teacher is critical if we want to see a better than 50% teacher retention long-term.
- The dynamic between support and evaluation makes you think outside the box.
- Hillsborough’s work is all NTC based and NTC actually moved staff there to support the work. The teachers in Hillsborough love it. There are two types of mentors:
  1. The Peer Mentor goes in and conducts observations and feedback
  2. Partner mentor goes in and evaluates the mentee and the mentor.
- They get the support from one mentor and are evaluated by another. Each mentor must work in both roles.
- They have significant mentors “on the ground” to support new teachers.
- Memphis focuses on new teachers only with their PAR program.
- Montgomery County’s program is a national model.
- Many people are using Danielson’s standards for their evaluation. NTC has developed TASS and identified 8 key components that they believe are the most critical to new teacher development so that they can help districts who have gone with a lead teacher model to focus on the best things first.
-With strong support, our beginning teachers can achieve and help students attain high levels of rigor quickly.
-Please read The Measure of Effective Teaching Project (www.metproject.org) for perspective as you help build evaluation systems.
-We need to advocate for teacher voices at the table when crafting the evaluation systems. Teachers feel empowered when the evaluation system is built around them and not done to them.

11:00-12:00pm
MSDE STEM UPDATE
-See PPT and Handout
-Instructional Guides give a great deal of information to support teachers in providing a deeper understanding of content.
-STEM is NOT a “content.” It promotes an integrated approach to teaching and learning.
-It is not an “add on” – it is a different way of doing what we already do!

12:00-1:00pm LUNCH

1:00-2:00pm
Coaching Lab
This is about YOU – what is a skill that you want to work on today?

-Which type of listening to you want to do today?
-Autobiographical
-Problem solving
-Inquisitive
You can be in service to people by JUST LISTENING.

Coaching practice with feedback – Coaching Triads

Thoughts….
-The tool itself brings to consciousness being a good listener rather than think about what the person is going to say.
-Try not to give tons of great ideas if the situation does not merit it.
-Remember the 80% client/20% coach speaking rule.
-You must be authentic and make the strategies your own.
-Importance of coaches watching other people coach.
-It is essential to get new teachers to see POSSIBILITY!
-Reciprocity…be humble…enter into the conversation knowing that you have as much to gain as to give in the relationship.
-Create an atmosphere where mentees feel comfortable being vulnerable.
-Eliminate the “Dear Abby” tendency.
-Everyone deserves the same listening treatment.
-The Debriefing Session was great.
-Ask the 6 questions and dig down deep.

2:00-3:00pm
Our Induction Journey and celebration of what we have accomplished!
-We are sending this electronically so that you can advocate for your programs!
Future Plans

- **Year 3 Academy (June 25, 26, 27, 2013 – Location TBA)**
  NEW Year 1 focuses more on an inquiry cycle and bringing in elements from TASS.  
  Year 2 will focus on the Mentoring for Equity and socio-emotional element.  
  Year 3 will focus very concretely on sustainability and deepening skills around the Inquiry Cycle.

- **Plans for Online Follow-ups**
  - CAIRE’s evaluation showed that this is the major area of the RTTT Induction Project that needs improvement
  - We need to focus on how to improve attendance
  - Please remember that you have the ability to download and use the webinars!
  - Is there a way to track when people access them later or download and customize them?

Email with Survey Links:
As we discussed today in the meeting, Alyson Mike has graciously created a Survey Gizmo for all of you to provide your input into our Spring 2013 Webinar Topics and Dates. The link is below, and we would greatly appreciate it if each of you could please provide your thoughts today. It is only 4 questions long and will only take a few minutes to complete.

**Spring Webinar Selection Link:** [http://www.surveygizmo.com/s3/1141056/2285de6ef610](http://www.surveygizmo.com/s3/1141056/2285de6ef610)

Also, we would like to beg you to please complete the Maryland Fact Sheet [metrics of mentors in MD] if you have not done so. So far we have responses from 11 LEAs: Anne Arundel, Baltimore County, Carroll, Charles, Dorchester, Garrett, Harford, St. Mary’s, Somerset, Talbot, and Wicomico. The Survey Gizmo link is below and it is only 12 questions long. Without your information, we will not be able to paint a complete picture of mentoring in Maryland.

**Maryland Fact Sheet [metrics of mentors in MD] Link:** [http://www.surveygizmo.com/s3/1087519/2c9942eac7f9](http://www.surveygizmo.com/s3/1087519/2c9942eac7f9)

- **Finalized Mentor Survey**
  Mentor Survey Subcommittee Report:
  - Presented the COMAR-based FINAL Mentor Survey based on the input and comments.
  - Note the “directions to Coordinators.”
    - Give survey in the spring by each LEA within your own platforms
  - Share data with MSDE
  - Debriefing of survey results at the 2013 Academy on Day 3: what will you do about it? Programmatic changes?
  - Note the alignment with COMAR.

*We structured the survey around this organization…*

What do you do?
What do you use?
What do you need?