


<p>New Teacher Project</p>  <p>Silicon Valley Santa Cruz</p> <p>Core Values</p> <ul style="list-style-type: none"> • Equity • Collaboration • Positive Presuppositions • Reflective Dialogue • Responsiveness • Inquiry Stance 	<p>Santa Cruz/ Silicon Valley New Teacher Project</p> <p>Steering Committee</p> <p>April 30, 2018 SCCOE 8:00-10:00</p>	<p>Norms</p> <ul style="list-style-type: none"> • Equity of Voice • Active Listening • Respect for all Perspectives • Safety and Confidentiality • Responsible Use of Technology • Punctuality • Accept Non-Closure 	<p>“You are allowed to be both a masterpiece and a work in progress, simultaneously.”</p> <p>~Unknown</p>
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7:45-8:00	Munch and Mingle
8:00-8:05	<p>Opening and Welcome Purpose: <i>To set the stage for our work together today</i></p> <p>Whip around introductions. Name one success you have had this year.</p> <ul style="list-style-type: none"> • Melissa Roberts: One with Spring Visits • Michele Huntoon: Successful collaboration between 2 elementary schools and between middle and high school <ul style="list-style-type: none"> ◦ Doing surveys after each meeting to continue to learn • Jamie Brown: Helping teacher buy into induction and support students with growth mindset • Lisa Benavidez: Being in classrooms regularly and often and building strong relationships and trust to give feedback • Emily Davis: Accreditation • Janine Blasser: Only 1 of 18 teachers hired last year is not returning • Marvilyn Quiroz: Working with Site Administrators- sharing similar language about what is going well/challenges for teachers • David Levy: Have found a chemistry teacher for next year • Ingrid Hartnett: Able to take all 20 Participating Teachers out for Mentor Guided Observations • Alison Niizawa: Hired a replacement for her at PV High and can focus on new role. • Sherri Kilkenny: Able to return to SC/SVNTP for a 4th year to support secondary math/science teachers
8:05-8:15	<p>Overview Purpose: <i>To preview our meeting outcomes and agenda</i></p> <ul style="list-style-type: none"> • Reviewed minutes from January 29th meeting, no corrections noted
8:15-9:00	<p>SC/SVNTP Preliminary Annual Survey Data Review Purpose: <i>To analyze preliminary data from the SC/SVNTP Annual Survey; to consider trends in the data and possible next steps</i></p>

	<ul style="list-style-type: none"> ● All mentors and PTs take the survey, site administrators we strive to reach 80% ● Data chunked into 5 areas. Steering Committee will look at a chunk across all three stakeholder groups. ● Positive Trends <ul style="list-style-type: none"> ○ Love of mentors ○ Overwhelming (95%) support for inclusive environment-alignment ○ Frequency of meetings and communication (80-90% of all stakeholders) ○ PTs felt observations and feedback were useful- MGOs and being observed in their classrooms ● Focus Areas/Concerns <ul style="list-style-type: none"> ○ Discrepancy in how often MTs observe (big range) ○ Was there an increase in the data around CCM as a result of what we have done this year? ○ When SAs respond “I don’t have enough info”(10% of respondents), why is this? ○ PTs say, “I’ve done this already.” Where is disconnect coming from? What we focus on is stuff teachers do forever in their careers. What feels repetitive? Who is responding in this way? Year 2 PTs? Teachers coming from certain programs? School culture that includes/integrates these practices regularly? ● Feedback/Next Steps <ul style="list-style-type: none"> ○ Compare data for PTs when they were in Year 1 vs. Year 2 in the program ● Next Steps: <ul style="list-style-type: none"> ○ Mentors will analyze data and share their wonderings ○ SC/SVNTP will review data to make adjustments for 18-19 ○ Partners will be provided with district-specific reports
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<p>9:00-9:30</p>	<p>Planning for Next Year Purpose: <i>To begin planning for Induction success in 2018-19</i></p> <ul style="list-style-type: none"> ● Continuing with Talent in 18-19. Please notify SC/SVNTP Leadership if need for permissions has changed ● During Spring Visits, heard there are a large number of new Site Administrators being hired. There are resources on the Site Admin. Tab of the SC/SVNTP website. <ul style="list-style-type: none"> ○ How are we letting new principals new that they have an important role in partnering to support new teachers? ○ What other resources might be needed? ○ Ideas from group: <ul style="list-style-type: none"> ■ An orientation for new site administrators. Use website materials to help and then follow up with support from lead mentor ■ Create support for admin around coaching, giving ongoing feedback? ■ Website tab may not be first stop for overwhelmed new Site Admin. Common area of focus--goal-setting on the ILP. See goal-setting modeled by mentor? ● SC/SVNTP New Teacher Orientation is differentiated for those new to the program vs. those returning for year 2 <ul style="list-style-type: none"> ○ New: In-person orientation which includes program expectations, reflection on professional practice
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	<ul style="list-style-type: none"> ○ Returning: Voiced-over PPT, shorter review of requirements and what is new in year 2 ○ Q: Who is this working for? What are you noticing at the district/site level about teacher needs that we might need to include? ○ Ideas from group: <ul style="list-style-type: none"> ■ An orientation for new teachers that includes breakout about the culture of the district for those new to the district (breakout by district) ■ Add professionalism, esp. Dress, communication with families and social media.. Might consider adding scenarios or role playing with known examples of issues that went sideways and the ramifications they can have.
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<p>9:30-9:45</p>	<p>Who Qualifies for Induction? Purpose: <i>To clarify the qualifications for a teacher to participate in Induction; to brainstorm ways to provide support to our teachers</i></p> <ul style="list-style-type: none"> ● Scott Hill and Injin Jun joined to support conversation on credentialing. ● See Induction enrollment graphic for ideas <ul style="list-style-type: none"> ○ Those teachers whose status is pending CAN enroll ○ If waiting on test results or TPA results, we CAN enroll ○ If DO NOT pass TPA by end of year 1, cannot re-enroll because of the type of credential they have that is only good for one year <ul style="list-style-type: none"> ■ Q: What do we do to support them in passing these tests during the year? <ul style="list-style-type: none"> ● Should this be the responsibility of the teacher? Mentor? District? University? ● Should we defer these teachers for a semester and use that time to get them credentialed? ● Should teacher goals be focused on the areas connected with the exams they need to pass? ● Next step: Will bring data on who the teachers are not passing to review with Steering Committee in the Fall. ○ Interns and teachers who have not yet taken tests CANNOT enroll because have not completed preliminary credentials ● New CTC regulations- Induction is induction. Do not need to go through it again if add a second credential. <ul style="list-style-type: none"> ○ Q: How are supporting these teachers who are trying to clear two credentials or who are transitioning to a second credential with different needs? ● Reminder about out of state credentials <ul style="list-style-type: none"> ○ Important to look at credential. They do not have all the same renewal requirements. ○ Can use experience out of state (2+ years of full time experience + performance evaluations) to replace induction. Teachers do not always send this info to the state when they apply. May want to work with teacher to verify that at point of hire.
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<p>9:45-10:00</p>	<p>Announcements and Closure Purpose: <i>To review our outcomes and bring closure to our meeting</i></p>
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	<ul style="list-style-type: none"> ● Colloquiums <ul style="list-style-type: none"> ○ Monday, May 14th 4:30pm-5:30pm Pajaro Valley USD ○ Wednesday, May 16th 4:30-5:30 Hollister District Office ○ Tuesday, May 22nd 4:30-5:30 Santa Cruz COE ● Coaching for Success. Those interested in support for instructional coaches, need to let Melissa know by 5/25 ● Conscious Classroom Management. Free for new teachers and mentors. Dates in August, October, and November. Registration coming soon! (See dates below) ● Fall Breakfast. October 25th at SCCOE. Save the date! ● State accreditation visits Feb 4-5. Will be looking for folks to be part of an interview panel on those days.
	<p>Closure</p> <p>Plusses</p> <ul style="list-style-type: none"> ● Looking at survey data with multiple stakeholders from different perspectives ● Request for input on orientation and other topics from districts is appreciated <p>Deltas</p> <ul style="list-style-type: none"> ● Dive into how to support teachers with social media both in orientation and throughout mentoring ● Look further into data to see if there is a difference in Year 1 and Year 2 perceptions <p>See you at first Steering Committee of next year. Who will you invite to join?</p> <ul style="list-style-type: none"> ● Monday, September 24th, 2018 Santa Cruz COE in the Boardroom between 8-10am

Announcements

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- **Colloquium**
 - Monday, May 14th 4:30pm-5:30pm Pajaro Valley USD
 - Wednesday, May 16th 4:30-5:30 Hollister District Office
 - Tuesday, May 22nd 4:30-5:30 Santa Cruz COE
- **Conscious Classroom Management with Grace Dearborn and Rick Smith - Locations TBD. All Sessions are 8:30-12:30.**
 - **Part I:**
 - i. Saturday, August 4th, 2018
 - ii. Saturday, August 11th, 2018
 - iii. Saturday, October 6th, 2018
 - iv. Saturday, October 13th, 2018
 - **Part II:**
 - i. Saturday, October 20th, 2018
 - ii. Saturday, November 3rd, 2018
- **First Mentor Forum**
 - Friday, August 10th

2018-19 Steering Committee Meetings

All Meetings will be held at the Santa Cruz COE in the Board Room between 8:00am-10:00

- **Wednesday, September 26th, 2018**

Fall Breakfast Thursday, October 25th

- Santa Cruz County Office of Education 7:45-10:00

NOTES