



Santa Cruz/Silicon Valley New Teacher Project
Santa Cruz Mentor Forum Highlights
Santa Cruz County Office of Education
May 31, 2018

➤ **Munch and Mingle**

➤ **Overview (Chrissy)**

Purposes: To review the agenda and last forum's highlights; to connect to prior learning and solicit announcements

➤ **Problem Pose, Problem Solve (Ingrid)**

Purposes: To reflect on the successes, share the challenges, and develop strategic plans for improving our mentoring; to practice mentoring stances and hone our mentoring skills

- a beautiful model for working with teachers
- mentors' choice for partners

➤ **Reflecting on 2017-18 Data to Set Goals and Provide Feedback (Marvilyn)**

Purpose: To use program and individual data to support final goal setting and prepare for providing program feedback

- synthesize program feedback with mentor goals
- show what we do, why we do it in light of accreditation process
- program data shows growth in just in time mentoring that balances immediate needs with mentoring requirements; 92% of teachers v 53% of mentors
- how can we be innovative with the tools?
- SA consultation
- observations of colleagues and peers
- highlighting equitable practices
- ECO data highlights
 - overall balancing needs grew
 - mentor management of induction needs 100%
 - value of mentor observation and feedback
 - curious downturn in supporting ELs and students with Sp needs
 - Group debrief
 - celebration
 - how can we continue to use the tools to support ED Specialists?
 - culturally responsive teaching based on research

➤ **Accreditation Feedback from the CTC (Melissa)**

Purpose: To become aware of the accreditation process and its impact on our program

- We are an accredited agency that allows us to clear credentials
 - new set of induction standards to which all California cohorts align
 - yellow cohort means that we are the first cohort to go through a year implementing the new induction standards
 - 7 year cycle
 - site visit next year in February--3 days

- interviews with many stakeholders to show how we are meeting the needs of our teachers and induction standards
- Preconditions and evidence

CDE Feedback indicates we are in really good shape

- How is the program individualized for each candidate?
- provide evidence that the program included the development of an ILP for candidates based on the needs determined by teacher and program provider

Group debrief

How do we tailor the program to meet the needs of each teacher?

Individualized and **choice** are 2 words we are hearing from CDE

Connect teachers to work they're doing and how it relates to induction:
transparency and framing

Choice boards and other ways that **visually** display the RE

we are in a wonderful space for creativity with the RE

how to provide more choice

how are we being transparent

how are we framing the RE

➤ Break

➤ Feedback (Marvilyn)

Purpose: *To provide feedback based on SC/SVNTP program data and accreditation guidelines*

• Areas for feedback

- o orientation/launch--how do these experiences support teacher understanding of our program
- o ILP and the RE--how do they connect?
- o programmatic components--weekly mentor mtgs, triads, processes noted on RE that have supported teacher growth on the CSTP
- o tools/processes--which have supported teacher growth on the CSTP?
- o AoP/ Assessment process--reflecting on how we assess PT work

Wonderings/ take aways

What happens to our feedback?

feedback processed in organizational management meetings in June

have-to's first; align with data from SV

➤ Preview 2018-19 (Melissa)

Purpose: *To share SC/SVNTP programmatic decisions for 2018-19*

- *what will stay the same*
 - o *google tools*
 - o *talent*
 - o *assessment days in fall and spring*
 - o *MGO as requirement*
 - o *Conscious Classroom Mgt*
 - o *SC leadership, Jamie in SV*
 - o *forums twice/month*
 - o *combined forums 3x/yr*
 - o *coaching partners and leadership shadowing*
 - o *working across district lines*

- What will change
 - continue to update REs and tools
 - ILP roadmap not RE
- Part 2 Conscious Classrm Mgt
 New SV Program Director **full-time** for the first time
caseloads of 18
 SV/SC facilitation during forum
 instructional coaching forums? TBD
- Group debrief--excitements
 - re-branding of RE
 - 18 PTs/ mentor
 - SV full time director will allow more field observations

➤ **Setting up Work-Time (Marvilyn)**

- **feedback for leadership, either online or hard copy**
- **site share verifications**
- **checking Drive access to Assessment Day folder**
- **timesheets**
- **mileage**
- **reimbursements**
- **MLP**
- **SA logs--include site share and colloquium attendance dates**

All due before June 8th

➤ **Announcements: (Chrissy)**

- **Melissa**
 - **tech reminders--delete Talent videos on phones, empty trash**
 - **Beth will not participate in one-word process tomorrow**

Tanya

potluck sign up
sign cards in blue folder

➤ **Closure (Tanja)**

Purpose: To support continual improvement of our learning community

- **pluses**
 - individualizing our support
 - road map language
 - office support--Patti
 - looking at data and reflecting on MLP to apply it
 - giving feedback and input into process, knowing that leadership will make changes based on it
 - meeting w SpEd cohort

Next Steps

self-care around processing emotions and anticipating change
 SLEEP
 close relationships developed during year of mentoring

➤ **Work Time**