



Santa Cruz/Silicon Valley New Teacher Project
Santa Cruz Mentor Forum Highlights
Santa Cruz County Office of Education
September 27, 2019

➤ **Overview: Agenda, Outcomes, Norms and Core Values (Linda)**

Purpose: *Set the purpose for the day and preview our learning*

- Quote: “Do not wait until the conditions are perfect to begin. Beginning makes the conditions perfect.”
 - Outcomes
 - Last Forum Highlights
 - Norms: we will focus on Equity of Voice, in small groups, think about stepping up or stepping back
 - Reminder of how the pre-assessment helps us gauge the effectiveness of our meetings.

➤ **Problem Pose/Problem Solve (Laura G.)**

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

- Opportunity to reflect on successes and problem solving on what we can be improving with a partner
- Think about your stance; are you always using the same one? Try a new one
- Focus on student outcomes

Group Reflection on PPPS:

- What’s Working:
 - using goal written on CAL so you can show PT how their actions connect to their goal
 - sharing focus when working goal setting= what do you want to happen for you and for your students. Goals are now more focused on student goals.
 - Steering Committee; are excited about our goal this year of focusing on student outcomes
 - Admin meeting: principal lit up about site goals around CRT and the inspiration he took from SC/SVNTP Coaching Training.
- Challenges:
 - making time to go observe
 - Conferences, breaks, etc. not wanting to stress PT’s out with all that is coming

➤ **Mentor Learning Plan (MLP) (Candace and Jamie)**

Purpose: *To deepen our understanding of the new NTC mentor standards and collaborate on a plan of action to impact mentor, teacher, and student learning*

- How do we create a focus: our passion, fire in our hearts, what do our teachers need?

- What data are you collecting as an area for focus: surveys and body language?
- What is the connection between all of these?
- Sample MLP: a parallel process with what our PT's are going through.
 - Beg. mid, end of year
 - Evidence of strength
 - areas of growth
 - goal
 - Connection to program goal
 - Doable Actions
 - Measurable observable Evidence

Whole Group Share:

- Pleased with new format: more connected to what we are doing, easier to use

➤ **Learning About Students, School, and Community(Ingrid & Marvilyn)**

Purpose: *To use observation data and reflection as authentic entry points into learning about students, school, and community*

- What steps have your Teachers take to learn about Students, School and Community?
- How are you creating entry points to help Teachers learn more deeply about their Students, School and Community?
- Using our goal as a powerful doable action
- Observations give us the student perspective
- Want Teachers to show that they are reflecting on their own practice “Who are the students in front of me?”

Video: 8th grade math lesson

- Community Responsive can be subbed out for Culturally Responsive
- Looking for ways to help PT to become more curious about her students
 - Use Observational Data to help raise awareness
 - What questions do we ask to ignite curiosity about their students?
- Time to explore LASSC Tools
- Whole Group Share of possible mentor Questions
 - How can we better engage Students who are shy to respond?
 - How can you change the imbalance of power of voices?
 - How might equity sticks help you monitor who is getting the lesson?
 - How could you use Turn and Talk to focus on the objective lesson?
 - I saw a Student leaning their head down, but when you brought out the manipulatives they lit up. How could you use this noticing to engage more students?
 - How can you capitalize on the manipulative to build more opportunities for future lessons?
- TALENT Video Observation Reminders
 - video multiple times
 - predetermine a focus, 10 min. is enough

➤ **Consulting with Site Administrators (Melissa)**

Purpose: *To review program data and reflect on the role of the Site Administrator and how we might strengthen the partnership*

- We are not the only ones supporting the teacher. We are just one layer of support
 - Induction Standards help us keep our SA engaged in this work.
 - Shared Data: 95% know their roles in setting goals, expectation is quarterly meetings. 63% are meeting his goal
 - Overall, SA would like to meet with us to understand our role and how it will affect student outcomes
 - New ILP has a place for district and site goals based on SA meetings. How is PT developing a relationship with SA? How are we encouraging this?
 - When goals are aligned with NTP and site it has the most positive impact teacher development
- Role Playing
- Whole Group Share
 - Meetings help us figure out the campus supports that are there everyday for our PT's
 - Encouraging the SA to get into the classroom. "These are the process we are working on right now...this is what you can be looking for when you go in"
 - The moves we make are positive, but sometimes the follow through is beyond our control. We keep it positive and focused on supporting teachers.

➤ **Announcements (Linda)**

- Gentle reminder about \$ for Sunshine Committee \$15 and \$30
- Spreadsheet to help record our contacts and meetings with SA
- Enrollments close on Tuesday Oct. 1
- PT/PD spreadsheet. Star it on your drive, find in weekly message and on drive
- Talent: practice and explore together, annotating all throughout the semester
- Highly recommend that you locate the AOP in Toolkit
- Fall Breakfast Oct. 24. Come and bring an administrator or district support person.
- Mandated Reporter Training coming up for contract mentors. Due Nov. 1st.

➤ **Closing and Feedback (Katie)**

Purpose: *To bring closure to our time together, provide feedback, and consider next steps*

- Pluses
 - New MLP format!!
 - Revisiting the Math teacher video and creating Mentor Questions
 - Nice to hear a principal was excited about learning about CRT
 - Partnering up for the MLP goals with a consistent team
- Deltas
 - How does the pre and post observation tool fit in with being encouraged to video more? -Using the ILP to develop an area of focus can make the Pre-Post Observation tool and ongoing document with opportunity to capture multiple reflections or just narrow in on reflection of one video.
 - How to dig into Aguilra's work and how to support teacher resilience?

