



Santa Cruz/Silicon Valley New Teacher Project  
**Combined Mentor Forum Highlights**  
Santa Cruz County Office of Education  
January 24, 2020

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

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

**Problem Pose/Problem Solve (Matt)**

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

- Positives: Mid-year evaluations of goals are going great. We are having great discussions and the goals are becoming very clear and refined.

**Planning for Case Study/Students (Melissa)**

**Purpose:** *To deepen our practice in guiding teachers in birds eye/worms eye planning for all students*

- Building on the strengths of the students
- What are some doable actions that your teacher can add to their ILP?
- Although we know what doable actions the teacher could engage in to support their students' growth, it is not our practice. How can we turn those doable actions into questions for the teacher to consider?
- Independent think time and reflection
- Whole group share out of questions for teachers

**BREAK**

**Mid Year ILP Collaborations (Roisin and Marvilyn)**

**Purposes:** *To preview for teachers how they will showcase their impact on student outcomes; to plan for collaboration on developing an inquiry that reflects a teacher's ILP*

- Storytelling allows teachers to build efficacy and teacher resilience which supports student learning
- What is the theme of the story? What does she want for herself and for her students?
- Site share is time to share their story and the impact they are having on their students
- AOP helps to create a guideline for site shares. How does the AOP support what teachers may share at the end of the year?
- Roleplay with Marvilyn and Roisin: Marvilyn is the mentor and is addressing the site share and how it's connected to the ILP. The teacher asks, what am I sharing? The mentor talks about sharing the growth students made over the course of the year. The mentor talks about

the theme of the teacher's story- the theme is the ILP. The mentor and the teacher discuss what the teacher will share in the site share.

- ILP can lead to an inquiry question.
- Time for mentors to look at their teachers' ILPs and brainstorm how they can lead to an inquiry question.
- We looked at the evidence from our case study teachers practice- what artifacts show that the teacher is building on the strengths and areas of growth of the case study student/students' needs?
- Mentors have time to look at ILPs and look for entry points for creating an inquiry question.
- Doable actions: How can mentors support teachers in going deeper with their practice? What artifacts can be used to tell the story?
- Whole group share out

### **Collaboration with Site Administrators (Melissa and Marvilyn)**

**Purpose:** *To consider how we collaborate with Site Administrators to maintain and build relationships*

- How do we support teachers in sharing their work with their evaluators and not waiting until the site share?
- Admin. is grappling with, will I invite this teacher back next year?
- Our role is to support teachers in finding their own answers and to support them in being their most professional selves
- Myth: All teachers will know by March 15th if they will be rehired or non-reflect
- We as mentors need to get comfortable with: I don't know. "Will I be rehired? Should I go talk to my admin? When will I know about my position next year? I don't know.
- Triads can be a time for:
  - ❖ Supporting teachers to hear feedback
  - ❖ Sharing their work
  - ❖ Sharing feedback and successes
  - ❖ Build relationship with Site Administrators
- Partner share around language to use with teachers and admin
- Whole group share of language to use with a teacher or with site admin

### **Announcements (Shelly)**

- Go to the spreadsheet to indicate if you need a sub. for MGOs- if you don't know it's okay. This helps Injun with budgeting.
- Mid-year survey will be pushed out soon. It is not mandatory- those that take the survey typically have the strongest emotions
- Model is shifting- Mentors will no longer be crossing district lines. We will still be hiring mentors.
- Flan recipes in the back:)

### **Closing and Feedback (Rosa)**

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

- Pluses:
  - ❖ Alignment between teacher and mentor practice
  - ❖ Continued choice in the format of the site shares

- ❖ Visual of goal being theme
  - ❖ Our community understands what we are going through
  - ❖ Redefining inquiry and the importance for their resilience
  - ❖ Time to craft questions
  - ❖ Great Facilitation!
- Deltas:
    - ❖ Wondering- how can we shift the tool to be more of a pairing between doable action and measurable evidence
    - ❖ Reminder to give PT synthesis time/ space