



Santa Cruz/Silicon Valley New Teacher Project
Santa Cruz Mentor Forum Highlights
Santa Cruz County Office of Education
January 11, 2019

➤ **Munch and Mingle**

➤ **Overview (Roisin)**

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

- Welcome Back!
- Strong start
- Review End of Year Assessment of Progress (AoP)
- Practice ILP process
- Early Completion Option (ECO's)

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

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*

- Choosing your coaching stance
- Offering: Consider your MLP Goal-How do you want to continue your growth?
- What's Working:
 - Referencing goals-what do I want to stay with/change?
 - Working with new superintendents
 - excited about new leadership
 - a lot to celebrate
- Area of Focus:
 - Looking at data and noting and communicating strengths

➤ **A Strong Start to Spring: End of Year Assessment of Progress (Melissa)**

Purposes: *To consider how we will deepen our mentoring and move teacher practice; To review End of Year Assessment of Progress*

- Excited to share new end of year Assessment of Progress rubric
- So many positive things in the first half, reset new year with enthusiasm and positivity
- How can we help teachers reset and share new ways of doing things?
 - Adding new procedures for students and teachers to take risks
 - Share Mid-year AOP feedback with teachers
 - Use rubric to help teachers move forward
 - Review EOY AOP/compare and contrast with mid year
- General Noticings about the End of Year AoP
 - PT 2's have more options

- Same structure
- revisit goals 2 more times
 - you can possibly change focus of goal or select a new CSTP
- PT2's need to focus on district sub-groups
- Learning about students school and communities is included in 2nd half
 - Teachers can continue with what they had started earlier in the year
 - PT's have an option to do something "other" with leadership approval
- Analyze/Plan/Teach-Reflect
 - MGO's
 - Other evidence option for PT2's
 - 2 boxes-pre and post
- Planning instruction tool still required
- 2 instructional sequences required
- Questions about the End of Year AoP
 - What does "other" look like for Learning about School and Community?
 - Something that highlights their reflection around a leadership role
 - Video of teacher engaging in analyzing student work as part of their inquiry
 - One lesson planning tool?
 - No, PTs will lesson plan **twice** since this will be a longer inquiry cycle. One of the plans could be a unit plan.
 - Planning instruction should be connected to goals
 - Could be different lesson plans for different periods
 - PT 2's options for analysis
 - could be a video of them discussing
 - ECO's have their own AOP
 - Different options for different ECO's
- One final way to possibly reset is to bring forward PT agreements
 - checking in on what is going well, areas of growth
 - How might we adjust our collaboration time?

➤ **Individual Learning Plans(Marvilyn)**

Purpose: *To consider how to use the ILP process to further develop teacher's equity lens and guide our mentoring*

- Helping to develop equity lens
- Push our own mentoring to consider when to "tap the wheel"
- What are we noticing about district priority subgroups?
 - SPED speaking up more
 - Open the door for other sub-groups
 - Need to look at big picture in our reading
 - District Priority Subgroups were not as apparent
- We can use conversation guides as maps
- Annotate ILP guides
- How will we help PTs move from Mid-year to End of year?
- Plan and practice for ILP meetings
 - review sample ILP to plan
 - revisit plan
 - What to refine?

- annotate with questions
- What is sparked for you when thinking about the ILP process?
 - Discussion helped to focus on measurable/observable to start to get more specific
 - “We’re moving through a process, not filling in paperwork”
 - Narrowing focus gives us the opportunity to refine
 - “Less is more”
 - “go slow to go fast”

➤ **Early Completion Option(Marvilyn & Melissa)**

Purpose: *To become aware of job embedded support for Early Completion Option candidates*

- This year we had 21 applicants, and 16 candidates were granted ECO status
- Lot’s of change over time
- ECO AoP
 - following same road map
 - concrete way to move forward
 - use and then remove scaffolds
 - Same as last year
- Evidence can be messy, not as clear cut
- Teachers create their own method
- Flexibility, living breathing process.
- Use AoP criteria to guide you
- Collaborate and share with other mentors and leadership
- Can use tools as evidence AND.....use what works for them
- Link evidence into ILP

➤ **Announcements: (Roisin)**

- Phil-Car for sale
- Accreditation Meeting
 - find and secure one more PT who can commit to a face to face interview
 - provide authentic feedback
 - PT 1’s 2’s or completeers
- Mileage
 - Please complete and submit mileage forms
- PT Leaves of Absence
 - Let us know if a teacher is going on Family Leave ASAP
- Combined Forum January 18th
 - Please do not schedule meetings with PT’s after this day to allow time to reflect on your learning before you apply
 - Read chapter 8
 - Bring laptop, conversation guides and lunch
 - Think about a case study teacher you’d like to focus
- MGO’s
 - fill out forms
 - PT/PD spreadsheet
- End of Year evidence organization guide will be in weekly message
- Talent has a new app-required to do

➤ **Closure (Linda)**

Purpose: *To support continual improvement of our learning community*

- + opportunity to take time to reset for the rest of the year
 - + pairs and squares to process
 - + Looking at ILP's to deepen
 - + Having AOP's
 - + Modeling the graphic organizers
 - + Reminder that the tools are scaffolds for teachers
- ^ getting comfortable with ECO process
- ^ getting teachers to show for accreditation

Next step: Utilize expertise of other mentors.