

## **An EAC Listening Session on Supporting New Educators**

Sponsored by the Educator Advancement Council Work Group

August 10, 2018

10 AM to 2 PM

HECC 3<sup>rd</sup> Floor Conference Room ~ Public Services Building

255 Capitol Street NE ~ Salem, OR 97310

Conference Call-in: 1-888-557-8511 Access Code: 5579138 (listen only)

### **AGENDA**

#### **10:00 - 10:15 Opening: Ana Gomez and Melissa Wilk, Work Group Chairs**

- Welcome and opening remarks
- Purpose of this listening session for the EAC
- Review of today's agenda, protocols, and outcomes
- VERY brief introductions—name and connection to the topic

#### **10:15 - 11:45 Expert Panel: Key Lessons on Supporting Novice Educators**

- 10 minutes per panelist.
  - Use notecards provided to capture your questions for afternoon discussions
1. **Tanya Frisendahl**, Oregon Department of Education—key lessons learned from the state funded Oregon Mentor Program
  2. **Karen Spiegel**, Salem Keizer School District—key lessons learned from a regional approach helping school districts support novice educators
  3. **Heidi Olivadoti**—Southern Oregon Education Service District—key lessons learned from a rural mentoring pilot program
  4. **Lynn Kepp**, New Teacher Center—key lessons learned about new approaches to teacher development and support
  5. **Krista Parent**, Confederation of Oregon School Administrators—key lessons learned by COSA regarding needs of novice administrators
  6. **Leah Starkovich**, Oregon Education Association—key lessons learned about needs and effective practices for support new teachers
  7. **Espie De La Vega**, Portland State University—key lessons learned from candidates and alumni about supports valued by novice teachers of color

#### **11:45 - 12:15 Working Lunch Break**

- Overview of additional data points--Hilda Rosselli, Chief Education Office

**12:15 - 1:40 Table Talks**

- Participants respond five questions prior to meeting using Survey Monkey sharing thoughts and ideas. Responses are synthesized into handouts available at each table.
- Participants prioritize their time in order to participate in as many table talks as possible. A facilitator/recorder at each table captures additional recommendations and ensures everyone has a chance to contribute.

**Table 1: Priority Elements of Effective Mentoring and Support**

What elements of effective mentoring and supports for new teachers and/or administrators would you recommend be prioritized by the EAC?

**Table 2: Employment Conditions and Hiring/Placement Practices**

What employment conditions have to be in place for new teachers and new administrators to be successful? What pieces of current systems need to be refined or restructured in order to help more novice educators start strong? e.g. workload, fully equipped classroom

**Table 3: Supporting Racially and Linguistically Diverse Novice Educators**

What needs to be incorporated into any mentoring program to help novice teachers and administrators be more effective working with racially and linguistically diverse opportunity youth for whom the current system consistently fails? How does this translate into criteria for selection and preparation of mentors?

**Table 4: Supporting Novice Early Learning Professionals**

Given existing differences existing between early learning and K-12 systems, how should Oregon approach leveraging EAC funding for supporting novice early learning professionals working in elementary district schools?

**Table 5: Funding Equitable Access to Support for All Novice Educators**

The Educator Advancement Council is interested in your ideas on how the state can provide statewide equitable access to mentoring and support for teachers and administrators new to the profession without reliance on competitive grants? What are your thoughts and ideas?

**1:40 – 1:50 Initial Dot-Voting for Action Steps/Initial Recommendations**

Participants use dots to indicate six initial action steps/recommendations they would prioritize to be shared with the Educator Advancement Council.

**1:50 – 2:00 Closing: Ana Gomez and Melissa Wilk, Work Group Chairs**

**2:00 Adjournment**

