

Supporting New Educators

EAC Work Group



Date: September 17, 2018

4:30 – 6:30 PM

Conference Call 1-888-557-8511 Access code 5579138

Background: One of the most prominent and sizable investments of the Network for Quality Teaching and Learning has been focused on supporting educators new to the profession. Network funding has been available through competitive grants, serving less than 40% of Oregon’s estimated new teachers and less than 65 new administrators this year. Gleaning lessons from the field and the Oregon Mentor Project, this EAC group will advise EAC staff on steps needed to ensure that all teachers and administrators new to the profession receive high quality culturally responsive support (mentoring and induction¹) to start strong in their education careers.

Present: Ana Gomez, Melissa Wilk, Ken Martinez, Anthony Rosilez

Excused: Marvin Lynn, Michele Oakes

Administrative Agent: Hilda Rosselli, College & Career Readiness and Educator Advancement Policy Director; Debbie Green, Executive Support

MINUTES

1. Welcome and review of agenda
Co-chairs Melissa Wilk and Ana Gomez, welcomed Work Group members and reviewed the agenda.
2. Finalize and approve AIM statement:
 - a. Revised Draft AIM Statement: *Examine current best practices and develop recommendations for the EAC on how all Oregon educators new to the profession can have access to high quality culturally responsive mentoring and be supported in employing culturally responsive practices (include mentoring) starting in the 2019-21 biennium.*
Work Group members reviewed the revised Aim Statement which is a guiding document to use in developing goals and work plan steps. Additional work on mission and vision will take place at the October Retreat. There were no edits to the current draft Aim Statement.

¹ Mentoring is considered a formal coaching relationship in which an experienced teachers give guidance, support and feedback to a new educator. Induction encompasses orientation to the workplace, socialization, mentoring, and guidance through beginning teacher practice.

3. Recap Listening Session (August 10, 2018)

a. Review consolidated Survey Monkey Results

This consolidated list will be used to identify concrete recommendations to the Educator Advancement Council (EAC). They will discuss with their full Work Group at September EAC meeting to prioritize or get clarity on questions. Both Co-chairs will be absent from the September meeting and requested someone from the WG to lead this discussion during Work Group time that day. Anthony Rosilez & Ken Martinez volunteered to lead that discussion.

b. Consider how best to send information back to participants

i. Critical edits or concerns from your role

There was a suggestion to add a glossary to help understand terms that are used in the Work Plan.

ii. Ideas that you feel have the greatest impact

c. Consider who and how to present takeaways to EAC on Sept 26

The Work Group will review Survey Monkey results and the Work Plan and provide an informational update to the full Council. Anthony Rosilez and Hilda Rosselli will work to develop a mechanism to look at the recommendations provided from the listening session so Work Group members can select or prioritize those that resonate best with them. Ken Martinez will then provide feedback and ideas before sending this exercise to all EAC Directors for their review prior to the September meeting.

4. Review and edit Draft Work Plan for Work Group

At the last full Council meeting, EAC Directors requested the liaisons from each Work Group meet to start a draft of a Work Plan for each group. After the draft Work Plans were developed, the liaisons combined, shortened, and aligned the three Work Plans to be shared with all Directors at the next EAC meeting. They will provide an informational update at the next EAC meeting. Work Groups will have time to review and make edits to the Work Plan and timeline as needed. Hilda reviewed each step of the Supporting New Educators Work Plan draft. Upcoming plans for gathering additional information include:

- Working with COSA to schedule a listening session with administrators to gather feedback (October or early November)
- Determine how districts with quality mentoring programs have built their systems. Gather those mentors running district programs to help inform the WG efforts.
- Other listening sessions to address how districts are meeting the needs of diverse educators.
- Director Calderon will provide an update on Children's Cabinet work and define alignment of Pre-K in public schools with EAC efforts.
- Hilda is currently going through state statutes to identify those that need to be updated or revised.

- Gather information from new teachers in the field through personal conversations. Identify districts who currently gather that type of information. Add a few questions to the ODE mentoring survey that could be used to help in our work. Melissa will identify a few questions we might ask new teachers and then provide it to the Work Group for their discussion and refinement at the next EAC meeting.
5. Develop any next steps from Work Plan for next 30 days
- Draft questions for Miriam
 - Send consolidated list to extended WG listening participants
 - Send consolidated list to entire EAC for their review prior to our meeting
 - Best way to engage and incorporate new ideas for EAC meeting in September
 - Preference simultaneously gather feedback from administrators and on the status of local mentoring supports.
 - Look into how some districts gather attrition data.
6. Other
- Hilda will send out Education Workforce draft from COSA for review. Tony will combine any feedback received from Work Group and include in his feedback to COSA. Feedback due to Tony by 9/21.
 - Ken Martinez shared an article from Education Northwest on teacher attrition in Idaho that reported one out of five teachers will be out of classroom next year. One of the solutions to this problem was providing quality mentorship. This closely parallels the work our state. Ken will send this article to Hilda and then be put in the Work Group Drop Box.

Adjournment at 5:25 p.m.