

TQE Mentoring and Professional Development Update

November 2007

Teacher Quality Enhancement Center
St. Cloud State University
College of Education



Partnerships in co-teaching, mentoring and professional development

Mentoring:

The TQE Multi-District Mentorship Program is a partnership of 16 school districts and SCSU which began in September 2005. Program components include: mentor training, established expectations for mentors and mentees, a mentor handbook, and New Teacher Workshops. Pilot groups of mentor/mentee pairs (2005-06 and 2006-07) implemented program components and participated in data collection.

“Having a mentor can make you more effective, more confident, and that rubs off on students as well.” --New Teacher

The TQE Mentorship program is built on research based components of exemplary programs. These components include:

- Alignment with standards
- Explicit mission/vision
- Program goals & evaluation
- Process for mentor selection
- Mentor training
- Mentor incentives
- Time to mentor
- Consistency with differentiation
- University involvement
- Administrative support
- Cognitive component with reflection

Mission Statement

To support district mentorship programs through multi-district partnership opportunities that provide professional, cognitive development and on-going support to new teachers and mentors in order to improve the academic performance of students.

Most Valued Mentorship Program Components

2005-2006

Mentors	N=15
Weekly meeting	100%
Checklists	80%
Observing Master Teachers	80%

Mentees	N=9
Weekly meetings	78%
New Teacher Workshops	78%
Resources in Handbook	78%

2006-2007

Mentors	N=5
Weekly Meetings	100%
Checklists	100%
Observe Mentee & Feedback	100%

Mentees	N=3
Weekly meetings	67%
Observing Master Teacher	100%

Average amount of time spent discussing topics in mentor/mentee meetings

◆ 2005-2006 N=15 pairs

Curriculum	22%
Student Issues	11%
Instruction	10%
Classroom Mgmt	8%

◆ 2006-2007 N=7 pairs

Classroom Mgmt.	14%
Student Assess.	11%
Curriculum	10%
Student Issues	6%

Mentor Training

- What is Mentoring
- Communication Skills- listening, paraphrasing and questioning
- Cognitive Coaching Planning & Reflection Conferences
- Classroom Observations & Providing Feedback
- Mentor Handbook



Mentor Training

Number of Mentor Trainings: 8

Number of Mentors Trained: 143

Number of New Teacher workshops: 9
Number attending New Teacher workshops: 541

New Teacher Workshops

- Phases of a 1st Year Teacher
- Making a Difference
- Differentiation of Instruction
- Classroom Management
- Time Management
- Dealing with Student Issues
- Professionalism



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Upcoming TQE Events

- ❖ Nov. 13, 2007
New Teacher Meeting
- ❖ Nov. 26-Dec. 14, 2007
Needs Assessment Survey available on-line
- ❖ Jan. 9, 2008
Co-teaching workshop
- ❖ Jan. 16 and 22, 2008
Pairs Workshops
- ❖ Feb. 13, 2008
New Teacher Meeting
- ❖ Mar. 18 and 19, 2008
Pairs Workshops
- ❖ April 10, 2008
TQE Celebration
- ❖ April 16, 2008
New Teacher Meeting
- ❖ April 21 and 22, 2008
Building Contact Meetings
- ❖ June 9, 2008
Mentor Workshop
- ❖ June 10, 2008
Fourth Annual "You Asked For It!"
Professional Development conference
- ❖ June 12, 2008
Co-Teaching Workshop

"This conference was even better than last year!"

"This conference was very applicable for teachers. Thank you!"

-Area Teachers

2006-2007 Professional Development Needs Assessment Survey

The professional development needs assessment survey is designed each year by a group of area school administrators to get direct feedback from teachers as to their professional development needs. The survey asks teachers to rate the importance of professional development topics and identify their level of expertise in each area.

2006-2007 Survey results

- 15 area districts participated
- 1,977 teachers completed the survey
- 44 area administrators completed the survey

Areas of greatest professional need identified by area teachers

- Strategies for teaching reading to students who are significantly below grade level
- Strategies for teaching reluctant readers
- Understanding and responding to student depression
- Teaching strategies for alternative or "at-risk" students
- Teaching reading comprehension strategies
- Using technology to enhance classroom instruction

Areas of greatest strength identified by area teachers

- Creating an environment that accepts and supports differences
- Strategies for teaching vocabulary
- Opportunities to collaborate with other teachers in my content area
- Reading and understanding content area materials

Professional Development Conference June 12, 2007

The Third Annual "You Asked For It!" professional development conference was held at Atwood Memorial Center on June 12, 2007. The conference is presented by teachers, for teachers and responds to the needs identified in the annual professional development needs assessment survey. The 2007 conference was attended by over 250 educators. The keynote address was delivered by Kim Oliver, the 2006 National Teacher of the Year. Ms. Oliver's message focused on the importance of teaching with HEART - high expectations, expertise, ardor, relationships and thinking outside the box. Her articulate, insightful message was well received by conference participants.

30 breakout sessions were offered throughout the day. The four strands offered at the 2007 conference were:

- Successful Reading Strategies
- Helping Students Succeed
- Instructional Technology
- General Interest Sessions

"Inspirational and energizing!" "She was fantastic!" – Area Teachers



Kimberly Oliver-
2006 National Teacher of the Year