Mentor Resources to Develop Novice Teachers

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Alignment to Learning Forward Standards

• The new education law, Every Student Succeeds Act (ESSA), redefines professional development with a purposeful influence from Learning Forward.

• Learning Forward, a national association recognized as leaders in professional learning, has established standards for professional learning that set a high bar for quality learning experiences.

• This session aligns to the following standard(s)
  • **Learning Communities ✔**
  • Leadership
  • **Resources ✔**
  • Data
  • Learning Designs
  • Implementation
  • **Outcomes ✔**
We know:
• A skillful and effective teacher is the single greatest in-school factor impacting student learning and achievement.

Our challenge:
• We are working to recruit, retain and develop effective teachers, especially early career educators.

We wonder:
• What issues do we face that challenge us in addressing this situation?
• What evidence-based solutions exist today to allow us to overcome these challenges and build comprehensive systems of support for early career educators?
• What can I learn from colleagues that will allow my district to accelerate teacher effectiveness?
The “Greening” of the Teaching Force

Teacher Attrition Still High and Costly

1 in 5 American teachers quit within their first 5 years

More than 50% of teachers in high-need districts leave within five years

States spend between $1-2.2B a year on teacher turnover

Source: National Center for Education Statistics, 2015
Source: Carnegie Foundation for the Advancement of Teaching, 2014
Source: Alliance for Excellent Education, 2014
Teacher turnover is expensive

<table>
<thead>
<tr>
<th></th>
<th>High Cost</th>
<th>Low Cost</th>
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<tbody>
<tr>
<td>Number of New Teacher Hires</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>Central Office Per Teacher Leaver Cost</td>
<td>$ 8,750</td>
<td>$ 6,250</td>
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<tr>
<td>Total Central Office Cost</td>
<td>$ 875,000</td>
<td>$ 625,000</td>
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<tr>
<td>Number of Schools in District</td>
<td>16</td>
<td></td>
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<tr>
<td>Avg. Teacher Leaver per School</td>
<td>6.3</td>
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<tr>
<td>School Per Teacher Leaver Cost</td>
<td>$ 8,400</td>
<td>$ 3,600</td>
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<tr>
<td>Cost Per School</td>
<td>$ 52,500</td>
<td>$ 22,500</td>
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<td>Total Cost for All Schools</td>
<td>$ 840,000</td>
<td>$ 360,000</td>
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<tr>
<td>Total Cost to District</td>
<td>$ 1,715,000</td>
<td>$ 985,000</td>
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</table>

Why do new teachers decide to stay or leave?

New teacher placement and equity

Role of the school leader

Learning environment

Expectations of rigorous instruction

Quality of teacher development
What is at stake?

Le Maistre and Pare (2010) described in their study, *Whatever it takes: How beginning teachers learn to survive*:

“No other profession takes newly certified graduates, places them in the same situation as seasoned veterans, and gives them no organized support” (p. 560).
A Systems Approach

“Sometimes a beginning teacher gets help from a well-meaning colleague. This kind of informal buddy system may work for the fortunate novice who gets adopted, but it hardly represents an adequate response to the larger need. Relying on the goodwill of experienced teachers to reach out on their own initiative ignores the learning challenges that beginning teachers face and the need for a more sustained and systematic approach to their development.”

Feiman-Nemser, 2001, p. 1030
NTC i3 Validation: Reach
3 YEARS OF PROGRAM IMPLEMENTATION

Year 1 (2013-14)
• 25 Mentors
• 347 Teachers
• 33,000 Students

Year 2 (2014-15)
• 41 Mentors
• 570 Teachers
• 61,598 Students

Year 3 (2015-16)
• 46 Mentors
• 602 Teachers
• 59,321 Students
NTC i3 Validation
WHAT WE CONFIRMED

Significant time spent with teachers + Intensive instructionally-focused support = Changes of teacher practices & positive impact on student learning
Examples of District Mentoring & Induction Programs
District Example 1

Moberly Public Schools

Located in north central Missouri
District enrollment 2,280
http://moberly.k12.mo.us/shine.html
District Example 1 - continued

Moberly Public Schools

TEACHERS SHINE!!

A resource for new teachers and mentors

Blog of resources for new teachers and mentors

http://teachersshine.edublogs.org/beginning-the-year/
District Example 2

Belchertown Public Schools

Located in western Massachusetts
District enrollment 2,354

http://www.belchertownps.org/
District Example 2 - continued

Belchertown Public Schools

A PLAN FOR THE
INDUCTION AND MENTORING
OF
NEW TEACHERS

www.belchertownps.org/index.php/district-197/staff-portal/new-teacher-mentoring
District Example 3

Newtown Public Schools

Located near Boston, MA
District enrollment 12,508

http://www.newton.k12.ma.us
District Example 3 - continued

Newton Public Schools

Resources for Mentors

http://www.newton.k12.ma.us/Page/164
District Example 4

Parkway Public Schools

Located in eastern Missouri (St. Louis)
District enrollment 17,386

https://sites.google.com/a/parkwayschools.net/lwtest/
District Example 4 - continued

Parkway Public Schools

New educator induction resources

https://sites.google.com/a/parkwayschools.net/lwtest/
District Example 5

Los Angeles Unified School District

Located in southern California
District enrollment 640,000

http://home.lausd.net/index.jsp
District Example 5 - continued

Los Angeles Unified School District

http://achieve.lausd.net/Page/8279
Other Resources
NTC Free Resources and Webinars

- https://newteachercenter.org/resources
- https://newteachercenter.org/events
Heartland Area Education Agency

http://www.heartlandaea.org/instructional-services/cia/mentoring--induction/
Alliance for Excellent Education
Washington, D.C.

Webinar: Improving the Effectiveness of Beginning Teachers

http://all4ed.org/webinar-event/jul-17-2014/
Alliance for Excellent Education
Washington, D.C.

http://all4ed.org/reports-factsheets/path-to-equity/
Contact Information

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References


References


• Ng, J.C., & Peter, L., (2010). Should I stay or should I go? Examining the career choices of alternatively licensed teachers in urban schools. Urban Review, 42, 123-142.


Website References

Boredpanda.com/retired-teacher-wears-same-outfit-40-years/

Morguefile.com (copyright friendly pictures)

Nctaf.org/teacher-turnover-cost-calculator

Newteachercenter.org

Snappygoat.com (copyright friendly pictures)