NTC & South Bay Consortium Running Notes
SY 2022-2023

[Proposed Scope and Sequence of Forums](#)

11/14/22		
Check In:		
November Forum Debrief [Feedback November Checklist](#)	<table><tr><th>Successes</th><th>Areas for Growth</th><th>Adjustments for Next Session(s)</th></tr><tr><td>Session was relevant, practical and applicable Working with New/Experienced Mentors Working in Kiano Aligning CSTP with Indicators Focused Coaching Cycle Reminder of our own biases when mentoring Pre-plan for the meetings, questions, talking points so ready</td><td>Bias, ways to mitigate Experienced Mentors: more time with own teacher not CofP Time to plan out interaction with candidates More time for conv. With other mentors</td><td>Checklist for Semester Checklist for month Hole Punch for binder New Mentor Support</td></tr></table>	Next Steps: Proactive piece: Time with SL and New Mentors -District Day a month where SL is available to meet with new mentors
Reflection Preparation [Reflection Questions](#)	Reflection Questions: Mentor and Candidate engage in this together (Yr. 1 requirement, all can attend)	
January Forum	More Mentor Talk ● CAL Debrief for Month: Ob. Cycle…share out successes ● Mitigate Bias (Follow Up) ● Ms. Jackson to Guide the Pre Process: Show to do it with something…at same time…Time to think of own candidate, plan out cycle, maybe introduce…PCG/Indicator Question Tool…how can we use this with the Pre? Which questions would you ask? Select in tool ○ Align the Indicator questions to the TP/SA/Focus for Data ● Mid Year ILP Mentor: Create a goal of choice	

	Checklist for January Mid Year ILP with Candidate, review and/or maybe select a new goal Finish Reflections: read candidates reflection, provide feedback on how to be more specific *Optional: Pre- or Coaching Cycle	
10/25/22		
	Communication lines with district vary, something to revisit	
10/13/22 Allana and Samantha		
Check In		
[October Feedback](#)	<table><tr><th>Successes</th><th>Areas for Growth</th><th>Adjustments for Next Session</th></tr><tr><td>-Using ASL tool -Navigating Kiano -LV something we should consider -Practicing with ASL with case of practice, own data and in Kiano -talking and collaborating with others -reinforcing steps I, Menor need to take with my candidate -helping new mentors with process -use of KS/ASL effectively</td><td>Possible differentiated sessions for Veteran/New Mentors</td><td>All Mentors Together -community of learners -renewed sense of tool use, mindset shift -new learning</td></tr></table> 40 Veteran Mentors (3+ years of experience) 29 New Mentor	
Outcomes for November Forum:	*reflect on own practice in order to support a new teacher's growth Forum 3: Connector: Mentors engage in a CAL around the ASL process and KS tool to support with their Candidates Learning 1: Indicator Connection to Teacher ILP Standard	Reach out to Fresno for CSTP/POCA crosswalk Ms. Jackson Observation Cycle

	*Mentors:Select a TP/SA where they would like to grow, own practice Think about a lesson that didn't go as hoped. What did you want the students to do, that didn't happen. What could you have changed in your TP to get them to achieve it? Learning 2: BIAS relation to observation, new teacher Observation Cycle: Pre-Ob Tool (indicator focus-connect to learning 1 Teacher ILP) Observation: Indicator and Case Study Students (Scripting) Post: How do we build the knowledge of indicators through the forums? Survey of toolkit of strategies. Pre-Work: Read through Observation Process Overview and Steps documents prior to session	-focus on classroom observation/indicator connection [November Forum SBC PPT](#) ● Slide 21 on Selective Scripting ● Slide 22 coaching indicators ● Select coaching indicators of focus ● Slide 28 Observation Process ● Slide 29 POCA steps- assign to read ahead of time
[Vision Aligned Work Plan](#)		
9/30/22 Allana and Samantha	Forum Planning Outcomes: Explore Learner Variability as a component of equitable instruction. Analyze Student Learning to gather data,from a strengths based approach in order to inform next instructional steps. Engage in the Knowing Students tool to explore the multi-facets of students to better meet their diverse needs.	
9/13/22 Allana and Samantha 1:30-2:30pm	Notes	Next Steps
Updates since Forum:		
Review [September 8, 2022 Forum Feedback](#)		Next Steps:

Successes	Areas of Growth

	Trends: Mentor Language Culture: Reflection on Self Kiano Application Collaboration Discussion around Administrator/Mentor/Teacher Relationship Shorter Sessions	**Trends:** Overall Timeline of the Mentor/Teacher Experience (not checklist) Community of learners to gain insight from ex. Admin letter Providing Resources in Digital One Stop Shop: SL updated Kiano Dashboard Video on Mentor Language Monthly To Do's given at end of the session. More time with Kiano	
	September Forum To Do's: 1 .Informal Observation of Candidate What do I notice, What do I wonder? (PP. 24) 2. Collaborative Assessment Log Debrief of Informal Observation(Kiano) 3. Initial Mentor/Administrator Meeting (Kiano: Mentor-Admin CAL) 4. Finish your Beginning of the Year Mentor ILP (Kiano) (Extra Worksheet, PP25)	

Topics for Next
Forum
	● Share Feedback from September Forum Sessions
	● Culture-Bias 15 min piece
	● Check In on September To Do's:
	● Problem of Practice of Experiences this month
	● (Coaches CAL Format)
	● Use the CAL from Informal Observation:
	 ○ Case Study Students
	 ○ Introduction to ASL (Video Bowling or Other)
	  ■ Rational, how to use
	-Introduction to KS
	-Rational, how to use in support of ASL
	  ■ Use KS tool and ASL together
	Maybe Video of ASL (not Noha and Tammy if possible)
	Maybe Video of KS tool application
	● Application: practice conversation that will be mirrored with
	Candidate
	● What intellectual prep do you need to have before this? What kind of
	conversations do you need to have to see how ASL and KS work
	together, coupled with, so that you can provide the necessary scaffold
	to give students access to learn.
	● Indicator connection to support student achievement in that area.
		Email to be sent the
		week before Forum:
		Bring Student Work
		from 2 Case Study
		Students
		
		SL: Case Study
		Students tie to ILP goal
		
		Teaching channel
		library has videos
		
		Bring Case of Practice
		Samples for ASL

8/29/22 &	Notes	Next Steps
Updates/Check In: 8/1/22 Candidate/Mentor Meeting:	*went over OLE, connected to CSTP's *KT Requirements for Mentors Candidate Requirements	*Missed: Kiano, KS *97 candidates *31 Mentors (so far) *Not getting Mentors who are tenured (3 years with Good Standing) *How Can we get the districts to share their new hires in a systematic way early in the hiring process. Root: No mentors in Fall, new Admin at school sites. *How can we share the Mentoring Program with Districts in the Spring to get Mentor recommendations from Site Admin before school closes and hire mentor's then?
Goal of NTC/SBC Partnership: Program Goal Alignment: Tied to School Leader Engagement		
Review Forum Content from Sam/Allana & Plan for Forum Time later in week:		

8/22/2022	Notes	Next Steps
Updates/Check In:	97 New Teachers PVUSD& RBHUSD always have most new teachers RBUSD: lets go of teachers if not a 10 PVUSD: hires at the end of the system	
Data Review PQS/Mentor Feedback Successes:	**Success:** Mentors enjoy supporting new teachers, reflecting. Helps them become better teachers.	*MOnthly list of tools provided to mentors after the forum

Areas of Growth: Next Steps: Guide us to our PG:	**Area of Growth:** Kiano still is cumbersome. More meaningful conversations use tools.	
Program Goal	3. School Leader Engagement 3.4 Program leader supports school leaders and instructional leadership teams to align induction activities with other school-based goals, instructional priorities and evaluation procedures	**3.4: Integrating:** Met Principals in MBUSD, attend Principal's Meeting: T&C cycle, collaborate with mentors, filter what they want NT to do through the Mentor. Triad Meeting: 3 times year (change) Principal's Meet monthly: Goal to attend 3 times a year **7.1 Establishing** Program leader collaborates with appropriate school and district leaders to develop and implement a comprehensive onboarding program for beginning teachers. *dependent on Credential Analyst at each district to get information about new teacher -how can we set up a system for credential analyst to send information to SL. -RBUSD model: shared google sheet and they are responsive
Planning for Forum Dates: Questions: Goal for Mentors to walk aways with? Cadence to signing up? The mentors the same for each forum?		PVUSD & RBUSD: Largest districts, most interest in the Coaching Cycle and mirroring the Evaluation Process (districts to provide input on how processes can/do align)

8/8/2022	
Updates/Check In:	*when do partners get billed for services? Can they be sent within 30 days of service?

	*Criteria for Mentors: On Website and School Leaders to push out to sites *Continue to make it less of a checklist more of a process
Partnership Meeting SY23	
PQS Review: Successes: Areas of Growth: Next Steps:	
Forum 1 Content	

7/21/22	
Updates: ● SL met with Assistant Sups. ● SL to attend New Teacher Orientations at each District **Items to Consider:** ● PQS Review: Goal Setting for Year ● Mentor Expectations ● 1st Forum: Topics	**Dates for Mentor Forums:** 8am-11am 12pm-3pm September 8 October 6 November 3 Jan 12 February 2 March 2 April 20

From June 2022 Meetings		
Check In/Updates Revisit Mentoring Expectations: Done by July 1st Mentor Agreement Criteria for Mentor Selection	Recruitment Plan: -Revised Ad for Principal Facing: Asking principals to make a suggestion of New Teacher Leaders that are emerging at your site: ● Desire to learn, grow and lead ● Has self-awareness and reflects on their own teaching practice ● Collaborates with colleagues ● Clear communicator	

[Questions for New Mentors](#) Kiano, what do we want to include? Contract July: ● Kiano Data Debrief ● Kiano Set Up (July 21@10am) ● Planning/Visioning	Potential Mentor Name: Contact Information: What strengths does this teacher have that will enhance a new teacher's practice? Share an example of this teacher's communication style with their students, colleagues, or parents. How will this mentoring role support this teacher's "other duties as assigned," rather than overburden them? Ask for min 2 - 3 people per site Next Steps: Thank you for your submission of these names, I will be contacting them to set up an interview. How do we support candidates to talk about their practice? Name strategies?, Teaching practices -connecting strategies to TP and align to professional goal	**Before Kiano Meeting:** **Program Priority Areas** Please add any program priority areas you wish to use. Some examples programs may use are : OLE Domain 1, Diversity Proficiencies, Literacy *Add professional development tool