

Teacher Residency Technical Advisory Workgroup

10:00 am
April 13, 2022
Virtual

Agenda Items

- Welcome (10:00-10:05)
 - Nick Gillon welcomed Emma Barnes as a new guest joining our meeting today. He gave an overview of the work she is providing this workgroup.
 - Nick Gillon welcomed the workgroup, thanked them for joining, went over the overall goal of the workgroup, and gave a quick overview of the challenges we will be discussing today.
 - Nick Gillon invited everyone to share their Land Acknowledgements in the chat.
 - Nick Gillon went over the shared values for the group and invited anyone to speak up if there is something they wanted to discuss.
 - Nick Gillon reviewed the overview of our work and reviewed the Challenge Cycle that we will be using today.
- Review of last meeting (10:05-10:10)
 - Nick Gillon gave a review of what we have discussed and worked on so far in the workgroup.
 - Nick Gillon spoke to what we will still be discussing moving forward with this workgroup.
- Challenge 1: Providing Effective Induction Mentoring (10:15-11:15)
 - Nick Gillon invited everyone to take time to write down their initial thoughts around the first challenge.
 - Sue Anderson, OSPI Beginning Educator Support Team (BEST)
 - Reviewed why new teachers have been found to leave
 - Using BEST they work toward reduced turnover, improved quality, and ensure equity of learning
 - Reviewed how they use Comprehensive Induction and all the aspects that are included.

- Reviewed the WA State standards for mentoring
- BEST provides mentor training that is a 2-part academy and then offer a monthly round table and newsletter for mentors
- They offer mentoring programs for special ed, teacher candidates, nurses, and school psych's
- They run a Nakia Academy that focuses on a Professional Learning Community
 - Created by Educators of color
 - Partnerships with WEA and OSPI
 - Paid opportunity
- Reviewed the support they offer to grantees (twice a year, fall and spring)
- Reviewed the BEST budget and how they use that funding
- Reviewed Best grants and how they fund districts equitably
- They feel the program is robust and mature and are ready to expand it to all educators
- Matthew Miller, Woodring College Western Washington University
 - Preservice Mentor Academies in WA state: Supporting Cooperating Mentor Teachers and Clinical Supervisors
 - Due to HB 1139: their response is 1 day, 6 hour academy
 - Using the novice to expert ladder: Unconsciously unskilled to Metacognitively Skilled
 - Review of the standard for mentoring and how they use that as a focus in their training
 - "The How" they use: Diamond pattern of interaction
 - Reviewed the "Signpost" steps they encourage to create a stronger learning environment for the mentee
- Gathered in small groups to discuss / review challenge 1
- Gathered in the large group to review the discussions of the small groups
- Break (11:25-11:40)

- Challenge 2: Providing Effective Pre-Service Residency Mentoring (11:40-12:55)
 - Kristin Percy Calaff, OSPI, Multilingual Education; Christie McLean & Richard Dunn, Western Washington University Woodring Future Bilingual Teacher Fellowship Program
 - The goal of this program is to increase bilingual teachers and teachers of color
 - Reviewed district program features
 - Review of what their mentoring looks like, and the structure they use
 - Review of program outcomes
 - 95% of each Cohort are people of color
 - Review voices from the fellows (comments from teachers that went through the program)
 - Explained their plans for the future and expanding the program
 - Marisa Bier, Seattle Teacher Residency (STR)
 - STR is entering its 10th year
 - Review of the mentor experience
 - Gives a stipend
 - Review of mentor development
 - Gather in small groups to discuss challenge 2
 - Gather in a large group to share out discussion highlights from small groups
- Closing and Next Steps (12:55-1:00)