

New Teacher Mentor Professional Development

Year-long PD includes: Action Research, Peer Shadowing, Video Observations, Book & film studies

I. Action Research

Objective: Members of the mentor team will select one of their mentees to establish a line of Action Research over the course of this school year. All information collected, as per the design of our work, remains confidential and only as a means to deepen or extend coaching skills.

Strategy:

- Each mentor will choose a mentee/focal group of mentees to offer focus for Action Research. There are many methodologies for choosing focal teachers. Mentors should consider their own and new teacher's PD including: Professional Learning Goals and/or Oregon Mentoring Standards, Culturally Relevant Practices, and the effect on student achievement.
- Mentors will formulate an essential question to guide coaching with an ultimate goal of instructional practices which positively affect student achievement.
- Each mentor will select one or more coaching strategies or culturally responsive mentoring practices to implement and collect ongoing data directly related to their Action Research. Data can be quantitative, qualitative and/or observational.
- Each mentor will share the focus and direction of their Action Research with a small group of mentors while protecting the confidentiality of the mentee over the course of this school year. This may include shadow partner observations, administrator observations, problem of practice conversations, or feedback from mentoring videos.
- Each mentor will share their Action Research with a small group of mentors, considering these models: affinity group, peer shadow partners...
- Each mentor will demonstrate through reflection, analysis of data, varied coaching strategies, and consultation with shadow partner and administrator, the impact upon instructional practice and student achievement given the coaching model. It shall directly relate to the mentor's professional goals, the professional growth of the selected mentee, and student achievement.

II. Peer Shadowing & Videotaping Observation Protocols

Mentor

Objective: The mentor team [which includes our administrative mentor] will form into pairs or triads for the purpose of videotaping, peer shadowing and potentially demonstration mentoring in order to offer time and expertise for professional reflection and demonstrated gains in coaching skills.

Strategy:

- Mentor shadow partners will “shadow” 1-2 times over the course of this school year. Each shadowing will be met with a pre-shadow meeting to establish a goal for the observation followed by a debrief to share the data observed by the shadow partner as well as personal reflection by the mentor who was observed.
- Mentor shadow partners will also seek permission from one of their mentees to videotape a peer during a coaching session 1-2 times.
- Each videotaping session will be met with a pre-meeting to establish the goal/objective of the session along with a debrief to share the data/viewing of the videotape. It is recommended that shadow partners combine the shadow time with videotaping time.
- Mentors will share their videotaped coaching session at our collective mentor meeting as a training tool for the team using a Critical Friends protocol or a protocol that reflects the feedback the mentor wants to elicit from their peer shadow partners.
- Mentor shadow partners can demonstrate coaching skills with one another as appropriate, to strengthen and broaden their own coaching skills.

Potential Videotaping Models (more are welcome):

- Mentor videotapes mentee, and then shadow partners view the video, compare and contrasts their notes, mentor identifies next steps
- Peer shadow partner videotapes mentor/mentee 1:1 meeting

III. Book and Film Study Protocol

Objective:

The mentor team will engage in reading 1-2 thoughtfully selected professional texts, or a film study of 2-3 film bundles during the 2017-2018 school year. These texts are directly applicable to the work of coaching and transforming instructional practice. Discussion will examine the concepts as presented as well as potential avenues for application within our work.

Plan for Book Study:

- Mentors will identify their first and second choice titles to read by using the “Book & Film Relevance Matrix.”
- We will form groups based on interest and group size of approximately four people.
- Mentors will designate one hour during their workweek to read assigned section.
- Every other week, during our 2-hour meetings, one hour will be devoted to book discussion. *This is a component that is determined by leadership, is a recommendation from prior years.*
- Group members will rotate the role of facilitating discussion. Group will decide on reading schedule at the first meeting.
- Facilitators may choose from a set of protocols for facilitating discussion or choose something on their own.
- When a book group completes a book, they will prepare a short presentation of their learning with the whole group. (Maybe: group take-aways, sharing possible application of info, poster contest, tableau, amazon review, one-act play?)
- When a book group completes a book, they can self-select the next book and continue meeting.

Book Titles:

Book recommendations and film recommendations are related to CRT topics and / or mentoring standards for the purpose of supporting mentor professional development.

Is Everyone Really Equal?

by Robin DiAngelo

I Won't Learn From You: And Other Thought's on Creative Maladjustment

by Herbert R. Kohl

Culturally Responsive Teaching and the Brain

by Zaretta Hammond

Quiet Leadership

by David Rock

Powerful Educator

by Mawi Asgedom

Teach, Reflect, Learn

by Pete Hall and Alisa Simeral

Past Book Study Texts:

Everyday Anti-Racism

Mica Pollock

Crucial Connections

Patterson, Grenny, McMillan, Switzler

Neurodiversity in the Classroom

Thomas Armstrong

Differentiated Coaching

Jane A. G. Kise

MIndset

Carol S. Dweck

Trust Matters

Megan Tschannen-Moran

Quiet Leadership

David Rock

Book Choice:

Book #1 : _____

Mentors: _____

Book #2 : _____

Mentors: _____

Book #3 : _____

Mentors: _____

Book #4 : _____

Mentors: _____

Possible protocols for running book groups:

<https://goo.gl/MoQXfP>

<https://goo.gl/HB3vGe>

Film Study:

Film recommendations are related to CRT topics and / or mentoring standards for the purpose of supporting mentor professional development.

Plan for Film Study:

- We will form groups based on interest and group size of approximately four people.
- The film selections or “bundles” should sustain 2 months’ worth of relevant content and PD discussion.
- Mentors will designate one hour during their workweek for viewing of a selection / entirety of film.

- Every other week, during our 2-hour meetings, one hour will be devoted to film discussion.
- Group members will rotate the role of facilitating discussion. Group will decide on viewing schedule at the first meeting.
- Facilitators can choose from a set of protocols for facilitating discussion or choose something on their own.
- Group will decide on a note-taking, film notebook, or Film Viewing Log to record their ideas to share with the group. Some questions may include: Important actions / beliefs / emotions that the character possesses, motivation of character, how characters or experiences in film relate to the work with students in our classrooms, other ways the film speaks to professional practice.
- When the group completes a film bundle, they will prepare a short presentation of their learning with the whole group. (Maybe: group take-aways, sharing possible application of info, poster contest, tableau, amazon review, one-act play?)
- When the group completes a film bundle, they can self-select their next book or film bundle and continue meeting.

Film Titles:

Book recommendations and film recommendations are related to CRT topics and / or mentoring standards for the purpose of supporting mentor professional development.

Children Full of Life

<https://www.youtube.com/watch?v=1tLB1IU-H0M>

Unnatural Causes...is inequality making us sick?

<https://goo.gl/Tqir3Y>

Film #1 : _____

Mentors: _____

Film #2 : _____

Mentors: _____

Film #3: _____

Mentors: _____

Suggested protocols for Film Study:

See “Film Viewing Log” file in Shared Drive.

Other protocols:

