



Developing Leaders Notes

Date: December 8th, 2021

Session Title: Building and Sustaining an Effective and Diverse Workforce

Focus Area: Skilled Staff

MAASE Focus Areas:

We will align and organize the strategic priorities and work of MAASE to focus on the following elements:

<i>High Quality Student Evaluations</i>	<i>Specially Designed Instruction</i>	<i>Skilled Staff</i>	<i>Program Evaluation</i>
---	---------------------------------------	----------------------	---------------------------

Through the platforms of:

Association Partnerships	Legislative Action and Advocacy	Professional Learning	Membership Services
--------------------------	---------------------------------	-----------------------	---------------------

EdCamp is an open format where group members share thoughts to help one another in implementation of "real life" practice. These notes reflect the thinking of someone in the group but do not represent an official position on behalf of MAASE. Anyone using this as a resource is encouraged to use their best judgment in interpreting the suggestions.

MAASE EdCamp Format:

1. Clarify the Problem of Practice to Solve
2. Collaborate around the Problem of Practice by offering suggestions and resources
3. Give feedback to the committee on how to improve next time

Notes:

Clarifying the Problem of Practice:

- Need a mentor program for our new teachers
- Assigning mentors to substitute teachers that are long term (eg. maternity leave) - mentor stipend how is this tackled?
- Student teachers leaving charter for public employment - hard to compete with pay
- Increase in evaluations - staff are feeling overwhelmed - balance of workload
- Staffing shortages - positions cannot be filled
- GE Systems are not supporting students with the needs that are coming in
- Where there are not strong tiered systems of support schools are struggling
- Supporting the younger workforce

Solutions:

- Saginaw ISD - started a new teacher academy that new teachers can go through
 - Mentorship program (mentee/mentor)
 - Have removed the clerical part of this
 - Mentors go through a 1 day training
 - One hour each month dedicated to a coaching activity
 - Mentee meet with their mentor a few times a month
 - They receive a 2 hour training with focus of what they need to know within their first year
 - Start with culture and climate
 - What it means to be a school employee
 - Observations conducted of veteran teachers
- Permanent substitutes could receive training
 - Principal has taken on the support role, a buddy teacher is also identified as a support
- Consideration of bringing back a retired teacher to provide the mentorship

- ISD started a new teacher support program - contracted by a local teacher that delivers the content
- Jumpstart Series modules
- Hiring new itinerant staff - having them attend a full day prior to school
- National Heritage Academies - has developed a series of asynchronous modules along with a leadership companion guides to support new teachers/ancillary providers (summer learning and ongoing learning)
- Partner with area colleges for interns
- MSU is creating a hybrid psychologist role - opportunity to create that pipeline
 - They could support in a paraprofessional role for example 2 days a week and then attend classes the following days
 - Can take on additional responsibilities as they move through their program
 - Contact: Dr. Sara Witmer switmer@msu.edu
- Supporting needs within the building
 - Creation of workgroups - eg. group of SSWers that are tackling ADHD and providing training and guidance to GE Teacher on how to support students
 - Tiered supports
- Reframing 'this is our new normal' how are we going to respond?
- Reviewing job roles and responsibilities through the support of an employee handbook
 - Choice Schools - has also developed a live binder for Title 1, Title 9, Mentoring, Principals, Special Education, etc
- Mentorships - 3 year program for teachers, Itinerant staff have a point of contact
 - Choice Schools - started a paraprofessional mentor program however, attendance was a concern
- Allowing mentors(no matter their discipline) to collaborate with one another to be able to support their mentee
 - Safe space to navigate and problem solve challenges