Date: December 1st, 2022

Session: Training and Support Breakout Session

Task Force Members provided input on the preliminary recommendations. In the session, Task Force members reviewed feedback from stakeholders. Then, the Task Force responded to three guiding questions to support further refinement of recommendations:

1.) How do these sets of recommendations align with the priorities and discussions of your working groups?
Theme 4: The group noted overlap with recommendations in the compensation and working conditions buckets. Overall, there is agreement that strategic staffing is important to ensure residencies are sustainable.
Theme 5: The ideas across Theme 5 align to the conversations within the Teacher Experience, Talent Pipelines, and Improving Educator Preparation working groups. Overall, there is strong consensus on the importance of mentorship.
Theme 6: The overall recommendations align to the Teacher Experience working group and the Improving Educator Preparation group. High-Quality Instructional Materials (HQIM) can reduce the workload of a teacher. The ideas in the theme connect to the scheduling recommendations in Theme 7 as well. Overall, there is agreement that teachers need to be able to discern a HQIM from a non HQIM, plan for instruction using HQIM, and execute quality instruction.

2.) What resonates with you from the input shared by stakeholders? How does this input align to the research and evidence?
Theme 4: There is strong support for paying teacher residents and agreement that the inclusion of educational aides in GYO (Grow Your Own) programs should be explicit.
Theme 5: There is consensus around the importance of mentorship and induction. Mentorship and support over multiple years is a critical component in retention coupled with job embedded training. We need mentors with applicable training at the appropriate level. Compensating mentors is a significant expense for many school districts and significant investment in the MPA (Mentor Program Allotment) will be needed to ensure that schools can access the financial resources needed.
Theme 6: There is agreement that with rolling out any new curriculum, technical assistance and support is needed.

3.) Based on feedback, data, and research, what changes might the Task Force make to these recommendations?

Theme 4: The group discussed the following considerations:
- Develop a layered approach to backfill positions
- It needs to be easier to be able to partner with a University/EPP to develop a GYO program
- Need to be able to create a statewide marketing campaign that highlights the 'why' of teachers
- Consider policies to hold EPPS more accountable in preparing teachers (handled through SBEC (State Board for Educator Certification)) and Direct SBEC to approve the Educator Preparation Framework
- Compensation should go to mentors and cooperating teachers, not just the University
- Local control is important but there needs to be a state standard for leadership development and improvement
- Include differentiation for large school districts vs rural districts

- The state should require all school districts to submit a plan on how they develop entry level participants

Theme 5: The group discussed the following considerations:

- Need to explicitly state what the compensation would be as a credentialed mentor and the benefits of being credentialed (norming at the state level with a set of trainings or standards or broad guidelines, should be a collaborative effort between teachers and district admin)
- Add qualifying criteria of what mentors should have to become a mentor
- Ensure that co-teaching and job embedded real training are included
- Make it easier to apply for and receive the MPA funds
- Ensure equitable access to the MPA funds

Theme 6: The group discussed the following considerations:
- Restore IMA funding and streamline this so it would be beneficial for the teacher.
- Add "expand awareness of AND access to" in the wording
- Ensure sustainable funding
- Consider the role of ESCs (Education Service Centers) in supporting with this recommendation