



Hanford Elementary School District

## *Induction Program*

# **Induction Advisory Committee Meeting**

May 2, 2019 • 8:30-10:30am • TRC

## **MINUTES**

Members present: Michele Alexander, Kristina Baldwin, Josie Bustos-Pelayo, Doug Carlton, Terri Charles, Debra Colvard, Carol Gallegos, Lucy Gomez, Joann Graham, Cristy Goins, Jill Rubalcava, Joanna Stone and Anjali Williams

1. Debra welcomed the Induction Advisory Committee and thanked them for attending the third Induction Advisory Committee meeting at 8:31 a.m.
2. Institution of Higher Learning: Debra attended Brandman University's new facility grand opening and ribbon cutting in Visalia on April 23, 2019.
3. Program Standards: How well do we know them? Fact or Fiction Activity:
  - Mentoring support must include "just in time" teaching practice. Answer: True
  - The Individualized Learning Plan is developed in collaboration with the Candidate's mentor. Answer: Fiction
  - The Induction Program must identify and assign a mentor to each Candidate within the first 30 days. Answer: Fact

Committee members looked over the Induction Program preconditions/program standards. They each wrote one fact and one fiction statement which were shared with the group to allow them to guess if it is fact or fiction.

4. Program Updates  
Why is andragogy important to know when working with adults? Debra shared a video detailing the Six Assumptions of Adult Learning:
  1. Need to Know
  2. Self Concept
  3. Experience
  4. Readiness to Learn
  5. Orientation to Learning
  6. Motivation to Learn

Program Standard 4: Qualifications, Selection and Training of Mentors lists that the program must provide ongoing training and support for mentors that includes, but is not limited to Best Practices in adult learning. How does this impact our program? The committee shared out:

- Observations-Experience
- Teaching culture. Building the why

- Motivation at different levels
- In-house - coordinate support
- Contextualize – grade level change

Individual Learning Plan: Does our current ILP align with Program Standard 3: Designing and Implementing Individual learning plans within the Mentoring System? Committee members suggested the following changes to the ILP form:

- Professional Goal: Add “CSTP based” to list the CSTP they will be working on.
- Focus of Inquiry: Change Problem to “Challenge”. Add “What area of your inquiry do you want to focus on and why?” Add “Inquiry Focus” to Site Administrator Collaborative Meeting Form to include in discussion.
- What steps will I take to meet my goals? Add “What resources do I need”.
- What potential hurdles? Add “What strategies or concerns do you foresee? What did you try and it didn’t work?”

How do we respond to candidate’s request for increased modeling? Joanna shared an observation planned with a group of TK-K teachers that were struggling with Shared Reading/Small Group Instruction. Melody Lee had worked individually with these teachers. The observation involved:

1. Planning Session (the first hour): Group discussion. Melody gave resources. Here’s how you plan. Here’s how you design a lesson.
2. Classroom Observation: Melody modeled a lesson. Reading Workshop. Guided Reading. Teachers got to see a little bit of everything. Just in Time Coaching. Discuss with teachers during observation.
3. Debrief: What did you like? What would you do different?

Sonia has volunteered to do for Math. Teachers are getting questions answered. Seeing good teaching.

## 5. End of Year Highlights

- Culminating Gathering Year 1 - 4/8/19: Joann explained some of the Journey’s completed by Year 1 Candidates displayed in the room.
- Final Portfolio Review - 5/6-5/10: Candidate Portfolios will be reviewed for completion.
- Exit Interviews - 5/1 for Year 2 and ECO Candidates: The Prezi presentations of Jennifer Taylor and Mayra Martin were shown to the committee.
- Colloquium – 5/16: A sample of the Flipgrids submitted by students of Year 2/ECO Candidates were shown to the committee.

6. Program Data/Sinclair Research: Committee members are to complete the Leadership Survey by May 2, 2019.

7. Clear Administrative Service Credential (CASC): Candidates were invited to share their progress with IAC members. Cristy, Goins, Jen Levinson, Miranda Mendoza-Robinson and Marla Yadon attended today’s meeting to share their experience in CASC. Carin DeLaTorre presented via FlipGrid.

8. For the good of the order

- Thank you Anjali Williams! Anjali was presented with a certificate and gift for her participation as the 2018-2019 Induction Graduate representative.
- 2019-2020 Induction Advisory Committee Members
- Meetings for 2019-2020 will be held from 8:30-10:30am.
  - Tuesday, October 1, 2019
  - Thursday, February 6, 2020
  - Thursday, May 7, 2020

A short video was shared Thank You Teachers. Meeting adjourned at 10:30.