Texas Education Agency

New Teacher Mentoring

December 5, 2019

Key TEA Personnel

Agenda

¾ Why Mentoring Matters

¾ Mentor Program Allotment

¾ Timeline & Next Steps

¾ Mentoring & Other HB 3 Programs

Mentor Program Allotment Key Points

The Mentor Program Allotment (MPA) is a new optional program for districts. If districts choose to follow the best practices in TEC §21.458, they could qualify for MPA funds.

The Mentor Program Allotment funding formula will provide districts $1,800 per mentee, which can be used on mentor stipends, scheduled release time, and mentor training. Funding is intended to reduce district costs for building and sustaining best practices in mentorship.

Funding will begin in the 2020-2021 school year. Interested districts will need to apply for MPA funding in spring 2020 and there will be an annual application window.
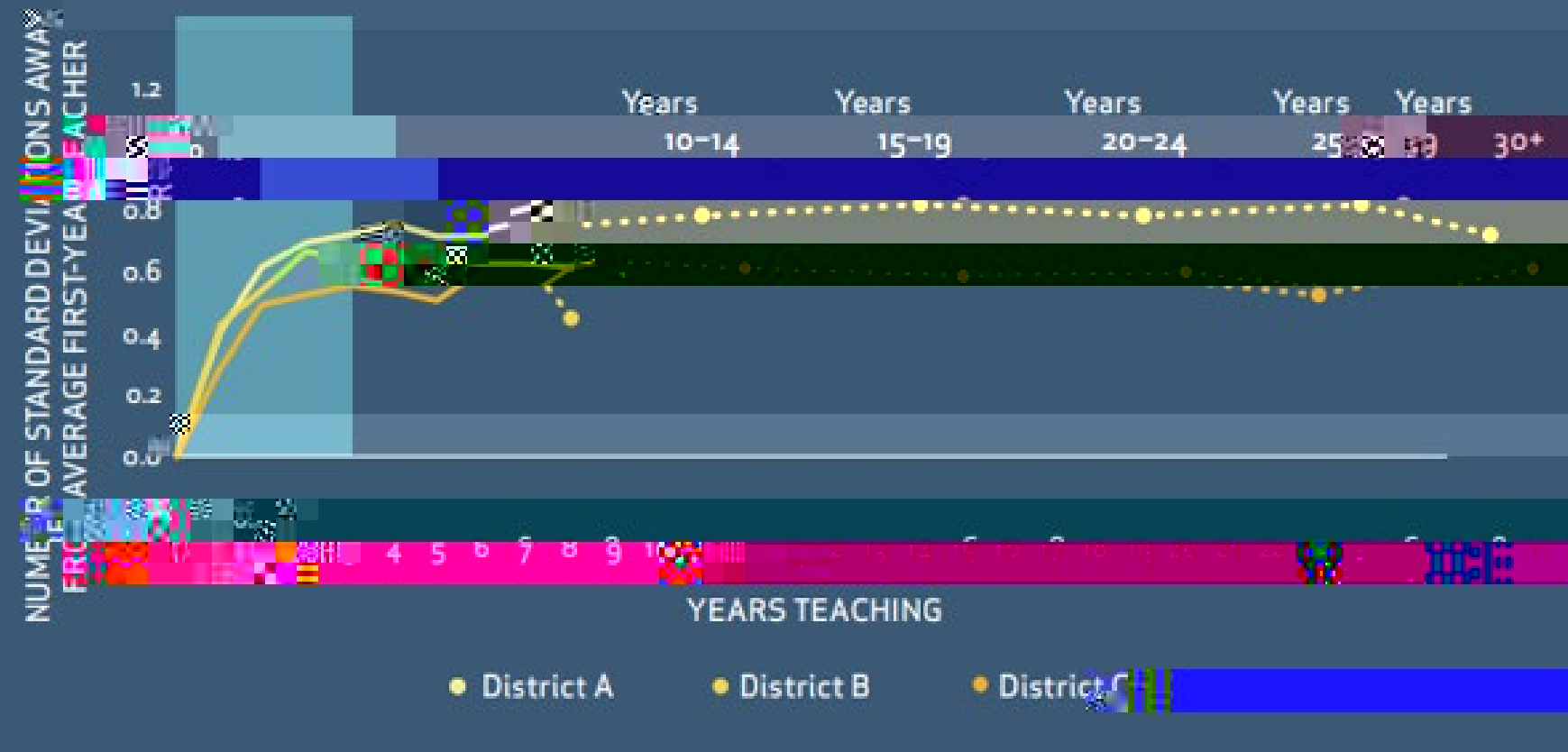
Why Mentoring Matters

Starting Teachers Feel Ill-Prepared

Beginning Teachers Need Support
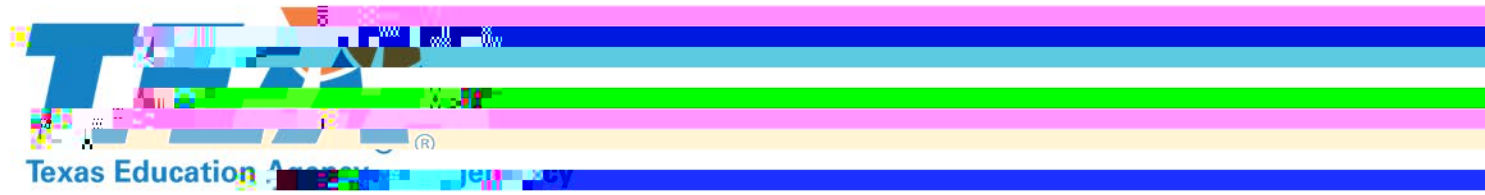

FIGURE 5 | AVERAGE TEACHER PERFORMANCE BY EXPERIENCE

Ingersoll, R. M., & Strong, M. (2011). The impact of induction and mentoring programs for beginning teachers: A critical review of the research. *Review of Educational Research, 81*(2), 201-233.

Kardos, Susan & Johnson, Susan. (2009). New teachers' experiences of mentoring: The good, the bad, and the inequity. Journal of Educational Change. 11. 23-44

https://tea.texas.gov/sites/default/files/MAC%20Final%20Report.pdf

"The financial cost of replacing teachers who leave is outweighed by the impact that teacher turnover has on student learning.

Mentor Program Allotment

District Mentoring Options

Option 1:
Provide no ... program

(No funds)

Option 2:
... ovice a mentoring program which abides by none or only some of the requirements of 21.458

No funds

Option 3:
Provide a ... mento... program ... best practices in 21.458

Eligible for
MPA funds

Question

Mentor Assignment

- Ensure mentors support a

Mentor Assignment

Question	

Answer
–

- NTC and NIET are the two approved service providers on the commissioner-approved provider list.

- TEA will work to create a broader list of mentor-specific approved providers over the coming year.

- Through the MPA application and review process, a district's mentor training program could also be considered research-based.

Mentor Role & Responsibilities

- Ensure mentors and beginning teachers meet for at least 12 hours per semester.

- Create time for beginning teachers to observe mentor teachers and vice-versa.

Program Design & Delivery

- Develop a mentoring program to include:
  - Orientation to district context, policies, and practices
  - Data-driven instruction
  - Instructional coaching cycles
  - Professional development
  - Professional expectations
- Schedule release time or a reduced teaching load for mentor teachers and beginning teachers.
- Designate time during the school day for mentoring activities.

- Districts that implement mentoring programs under section 21.458 are eligible to apply for MPA funds

- Allowable uses of funding:

  - Mentor teacher stipends

  - Scheduled release time

  - Mentoring support through training
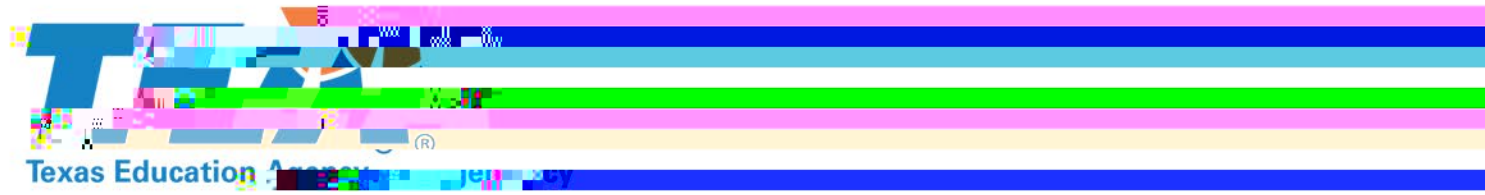
- **$3M in annual state funding** has been allocated to the Mentor Program Allotment.

- As a result, if more districts apply than what the Allotment would fund, TEA will **utilize a priority point system** to determine which districts would qualify for funding.

- A district's allotment will be calculated based on the number of beginning teachers. **For each beginning teacher the** district ei tuW nBTa043ail e2.231 0.22.2 9 (r)58T8 ei evd $-0.17M-7-0. nBTa043at0.5 (t0.5-0.005 Tc 0.005 864 277 Tm341(to-10.1 (i)-63

Approval Process & Priority Points

Eligibility

Through the application process, does the district **commit to** meeting the requirements in TEC §21.458?

Proposed Priority Points

District Size

Rural Status

% Economically Disadvantaged

📋 **Question**	

💡 **Answer**	• Yes, open-enrollment charter schools can apply for MPA funding. • The term "district" was used throughout this presentation and is meant to include open-enrollment charter schools.

Compliance & Reporting

Survey of Mentor & Beginning Teachers

TEA will provide a mentor and beginning teacher survey for participating districts.

The survey will be used as part of the district's annual compliance report.

Annual compliance report

Timeline & Next Steps

Step	Spring '20	Summer '20	Fall '20	Winter '20-'21	Spring '21	Summer '21	Fall '21
Districts apply for SY 20-21	███						
TEA review & approval	✓						
Districts send updated mentee counts		███					
MPA funds flow to districts			💵				
Program Implementation			███	███	███		
Survey to teachers (Proposed)					███		
End of year compliance report						███	
Funding Settle-up							💵

Step	Fall '20	Winter '20-21	Spring '21	Summer '21	Fall '21	Winter '21-22	Spring '22	Summer '22
Districts apply for SY 21-22	▮							
TEA review & approval		✔						
Districts send updated mentee counts				▮				
MPA funds flow to districts for upcoming school year				💵				
Program Implementation					▮	▮	▮	
Survey to teachers (Proposed)							▮	
End of year compliance report								▮
Funding Settle-up								💵

Mentoring and Other HB 3 Programs

Visit tea.texas.gov/HB3 for the most up-to-date information

Email MPA@tea.texas.gov with any questions.

Thank you!

For Additional Questions:

MPA@tea.texas.gov

Include the topic name in the subject line