

Mentoring and Induction Affinity Group Launch Agenda

AIR Chicago, 10 S. Riverside Plaza, Suite 600

February 21 and 22, 2018

Mentoring and Induction (M&I) Affinity Group Goals

- Share high-quality, knowledge-building resources on teacher induction and mentoring in turnaround settings to support teams to strengthen capacity and improve and enact M&I action plans.
- Galvanize a community of like-minded Talent for Turnaround Leadership Academy (T4TLA) teams around building comprehensive M&I programs in target district(s) by providing opportunities for growth, building content knowledge, and leveraging the expertise of T4TLA team members to support one another.

Individual T4TLA Team Goals

- Build content knowledge through in-person and virtual workshops with content experts.
- Convene as a team to further design, plan, advance, and test the action steps associated with this work.
- Engage in peer-to-peer consultations to strengthen M&I action plans.

Goals of the Launch Meeting

- Examine evidence-based strategies to address identified needs highlighted in the self-assessment.
- Further clarify the components of a comprehensive M&I program and identify next steps for taking action.
- Learn with and from one another through peer-to-peer consultancies to strengthen or establish action plans.
- Preview plans for an upcoming series of virtual workshops.

GroupSite: http://t4tla.groupsite.com/file_cabinet/folders/266607

Day 1: Wednesday, February 21, 2018

Time	Session Title and Brief Overview	Presenter(s) and Location
8:00–9:00 a.m.	Breakfast and Registration A light breakfast including pastries, fruit, coffee, tea, and other refreshments will be served.	AIR Chicago Room 6207 Refreshments in Lounge
9:00–9:30 a.m.	Welcome and Introductions	Lynn Holdheide, GTL Center Lisa Lachlan, GTL Center
9:30–10:45 a.m.	Meeting Overview and Preview of Affinity Group Vision and Goals This introductory session will provide teams with an overview of the purposes and goals of the affinity group as well as the goals, objectives and agenda of the launch meeting. Together, we will have the opportunity to review the results of the self-assessments, preview plans for upcoming series of virtual workshops, review the evidence base for using M&I as a strategy for teacher retention, and consider a theory of action and action steps for this work.	Lisa Lachlan, GTL Center
10:45–11:00 a.m.	Break	Refreshments in Lounge
11:00 a.m.–12:00 p.m.	Review of the M&I Crosswalk This session will highlight the intersection of the Nine Essential Practices of Mentoring and Induction and the four Domains of Rapid School Improvement. Andrew will introduce teams to the crosswalk between M&I and school turnaround domains. This session will include concrete examples of how state, district, and school leaders can take action to implement M&I programs in school turnaround contexts. After a presentation, there will be an opportunity to use the resource and apply it to each team's context.	Andrew Morrill, CST
12:00–1:00 p.m.	Working Lunch	AIR Chicago Room 6207
1:00–3:00 p.m.	Essential Practice: Mentor Recruitment and Selection This session will provide a knowledge-building opportunity for teams to explore the importance of mentor recruitment and selection. Teams will be introduced to new content, work together to develop mentor selection criteria, and explore additional resources.	Lindsey Hayes, GTL Center
3:00–4:30 p.m.	Flexible Team Time for Goal Setting and Action Planning: Using Mentor Recruitment and Selection as a Focus During this session teams will use the Action Planning Template or established plans currently in use to develop short- and long-term goals for this work in their context. Goal setting and action planning will be an integral and ongoing part of this work. This session offers an introduction for teams new to goal setting and action planning for M&I while allowing flexibility for teams who are more established to advance their work using their own protocols and plans. Teams will be asked to share their work on GroupSite for easy access for both team members and peer-to-peer consultancy sessions.	Lisa Lachlan, GTL Center Katelyn Lee, GTL Center Dougherty County, GA: Room 6131 Central Falls, RI: Room 6170 Kokomo, IN: Room 6209 Huerfano, CO: Room 6211 Yazoo City, MS: Room 6207 Quitman County, MS: Room 6213
4:30–5:00 p.m.	Plan for Tomorrow and Close Out for the Day	AIR Chicago Room 6207 Lisa Lachlan, GTL Center
5:00–8:00 p.m.	Optional Happy Hour and Dinner	TBD

Day 2: Thursday, February 22, 2018

Time	Session Title and Brief Overview	Presenter(s) and Location
8:00–9:00 a.m.	Breakfast	AIR Chicago Room 6207 Refreshments in Lounge
9:00–9:15 a.m.	Welcome Back and Framing the Day Overview of purposes and agenda for Day 2. Review what (if anything) was changed or adapted in response to the feedback.	Katelyn Lee, GTL Center Lisa Lachlan, GTL Center
9:15–9:30 a.m.	Introduction to Peer-to-Peer Consultancy Peer-to-Peer Consultancy will be a critical aspect of the affinity group process. Using the work started during the Action Planning session, teams will be introduced to a Consultancy Protocol and use it in the next session to share their short- and long-term goals for mentor recruitment and selection with another state team.	Andrew Morrill, CST
9:30–10:30 a.m.	Peer-to-Peer Consultancy Using the Peer-to-Peer Consultancy Protocol, teams will work in pairs to review one another's short- and long-term goals for mentor recruitment and selection. Teams will offer one another feedback, ask clarifying questions, and propose solutions and ideas. Table teams will be facilitated by regional comprehensive center staff and supported by GTL Center/CST staff.	Assignments for Consultancy: Kokomo, IN & Central Falls, RI: Room 6170 Yazoo City, MS & Dougherty County, GA: Room 6207 Quitman City, MS & Huerfano, CO: Room 6131
10:30–10:45 a.m.	Break	Refreshments in Lounge
10:45–11:45 a.m.	Flexible Team Time Teams work together to take into account insights from consultancy session, refine plans for their work, and develop a set of next steps and insights to share with the larger group.	Dougherty County, GA: Room 6131 Central Falls, RI: Room 6170 Kokomo, IN: Room 6209 Huerfano, CO: Room 6211 Yazoo City, MS: Room 6207 Quitman County, MS: Room 6213
11:45 a.m.–12:15 p.m.	Team Share-Out Teams share action plans and gather new ideas from one another for future rounds of plan development.	AIR Chicago Room 6207 Facilitated by Frank DeRosa, Great Lakes Comprehensive Center
12:15–12:30 p.m.	Next Steps, Evaluation, and Goodbyes During this time, teams will have the opportunity to preview Affinity Group Virtual Workshop 1 and provide feedback to the GTL Center and CST team on the launch meeting.	AIR Chicago Room 6207 Lisa Lachlan, GTL Center
12:30–4:00 p.m.	Optional Team Planning Time Teams with later flight times are welcome to use this time to continue their action planning. Rooms used during flexible team time can be used for this optional team planning time.	Support from regional comprehensive center leads be available to teams on request.