

2018 Summer Inservice
Committee Minutes
11:00-11:30am 6/19/2018



Special Committee: Mentor Program

Chair: None

Committee Members Present: Josette Nebeker, Henry Filiponi, Amy Nichols, Pat Dixon, Michelle Ball, Jessica Higer, Nicole Lebsack, Derek Jones, Tom Jacobson, Randy Hillman,

Non-Voting Members Present: Kyle Nesbit, Kelsey Bender, Rachael Rheuby, Robert Maurer

Business:

1. Reviewed Jaysa Fillmore's Mentor Program Report
 - a. Success
 - i. Feedback from new teachers is positive-they feel less of a burden/bother to reach out to a mentor.
 - ii. Administrator Feedback has been overwhelmingly positive-they feel it fits a need for their teachers that they can't do locally.
 - b. Struggles
 - i. Inconsistent communication to the mentors.
 - ii. This year not all teachers were matched with mentors
 - iii. Compensating mentors has not been successful
 - c. Recommendations from Jaysa
 - i. Utilize a Mentor Program Coordinator to facilitate the program-keep track of new teachers, keep updated list of mentors, match mentors and mentees. Jaysa would be willing to continue as coordinator but is definitely willing to hand it over if there is someone more interested in serving in this role.
 - ii. Establish better compensation or benefits for mentors. Jaysa recommends free PD credit from University of Idaho for completing program and turning in documentation (program visit logs,

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communication logs). IATA should look at using the Teach Ag STAR grant for this.

- iii. Annually review the Mentor Program Handbook in the Professional Improvement Committee. Make changes as needed.
- iv. Collect data on effectiveness of Mentor Program (undergraduate/graduate research at UI?).
- v. Involve IATA District Directors to oversee the mentor program in their own districts. District Directors should regularly check on mentors/ mentees during the year. Directors should communicate with mentors/ mentees at least quarterly regarding the program-reminders of conversations topics (in handbook). Directors can reassign mentors as needed or handle any mentor/ mentee issues that arise. Directors should help keep lists of mentors and mentees updated with the Mentor Program Coordinator.
- vi. Collaborate with University of Idaho to incorporate mentor/ mentee activities in 1st year teacher program/ classes.
- vii. Improve mentor training beyond giving them a handbook. Regularly include workshops/ meetings that mentors must attend.

2. Amy moved that the mentor program coordinator organize a meet-greet at the beginning of Summer In-Service between the mentor and mentees.

Seconded. Passed.

3. Recommendation that teachers discuss with administration to have their school cover subs and travel for days to go see mentors. Part of the discussion should be that part of the Danielson Rubric and evaluations is based on professional development.
4. Recommended that district directors generate a list of mentors for their districts.
5. **Jessica moved that IATA recognize Mentors at the annual banquet at summer in-service and provide them with a certificate. Seconded. Passed.**
6. **Randy moved that there be a requirement of 5 years teaching experience for mentors. Seconded. Passed.**
7. Recommended that IATA does a webinar in the fall where mentees and mentors are in the same location. Topics covered:
 - a. Mentor Handbook
 - b. Acronyms
 - c. Calendar
 - d. CTE Forms/Information
 - e. AET
8. In-service recommended workshops for all teachers

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- a. IEP/504 Accommodations in Ag
 - b. Mentor Training
 - c. Owl Pellets-Podcast
9. Talk with U of I about extending PD credit/compensation for mentors and mentees.
- a. **Josette moved to change the wording of the IATA mentoring program to directly align with that of U of I. Seconded. Passed.**
 - i. Meet at school sites 2x per year, check in 1x per month.
 - ii. Address Danielson model components.
 - b. Need to increase communication with U of I and IATA mentor program coordinator in order to get the credit.
 - i. Report number of eligible mentees to U of I ASAP for definitive answer on credit availabilities.
 - ii. IATA and U of I work together to pair mentors/mentees.
 - iii. Mentors/mentees fill out of a profile for matching.
 - iv. Need to report successful mentorships at the end of the term so that only those successful get credit.
 - c. U of I can provide travel and sub days grants for professional development workshops hosted by U of I. Dependant on number of Mentee/Mentor pairs. U of I plans to implement in August 2018. Open to all new teachers in 1-3 years.
 - d. U of I would be willing to train mentors via a workshop (summer in-service) and a Masters class (summer 2019) from Dr. Falk..
 - i. IATA Mentor Program Coordinator would be responsible for coordinating
 - e. U of I suggestion: add Owl Pellets podcast to web page for Ag Teacher tips and distribute to teachers.

10. Nominations for Mentor Program Coordinator

- a. Josette Nebekar

11. Moved to have Kelsey Bender to be the 2018-2019 Chair.

12. Michelle moved to adjourn. Seconded. Passed.

2018-2019 Chair: Kelsey Bender