

Brooklyn Public Schools TEAM District Support Plan - 2019-2022

District Leadership Team

Superintendent: Patricia Buell

District Facilitator: Charles Weaver

DF Email: weaver@brooklynschools.org

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TEAM Coordinating Committee

Charles Weaver - Elementary Assistant Principal

Denise Nault - teacher, mentor, reviewer

Mary Blain - teacher, mentor

Linda Jung - teacher, mentor, reviewer

Amanda Langevin - teacher, mentor

Heather Tamsin - Middle School Principal

Trish Dehls - teacher, mentor

Jane Hatzberger - teacher, mentor

Kristin Syversen - teacher, mentor

Willow Therrien - Library/Media Specialist

TCC Meeting Timeline

TCC will consist of administrators from both elementary and middle schools, several teachers (at least one from each building), a union designee, and members will serve for at least 2 years.

TCC members will be selected in an open manner consistent with school board policy.

TCC members will meet at least three times per year and will report to the superintendent after each meeting.

TCC Meeting will be determined at the final meeting of the school year.

District's 3 year objectives

Provide Beginning TEAM Teachers with:

Orientation and training in school and district procedures and policies

Training and support for effectively utilizing our instructional programs

An on-going, regularly scheduled support system with their mentor, grade level team, and the building administrators

New Teacher Round Table meetings, bi-monthly

Training in our district SRBI initiative

Providing Professional Development articles, readings, and resources.

Formal and informal observations and evaluations, per our district Teacher Evaluation Plan

Opportunities for visiting and observing teachers in Brooklyn and other school districts

Opportunities to participate in specialized training corresponding to each teacher's specific assignment

TEAM Funding Allocations:

Mentor stipends:

Data system:

Cooperating teacher:

Professional development:

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Module 5

Facilitated by: The District Facilitator

When: At the beginning of the first year of teaching

Audience: Beginning teachers, mentors and experienced staff

Completion: After completion of Module 5, which will take place at New Teacher Orientation prior to the start of the school year, in

TEAM Mentors

Mentor selection criteria: Experienced and skilled teachers will be encouraged to become mentors. Mentors will be selected by each building principal. Selected mentors will receive a minimum stipend of \$500 as outlined in the TEAM guidelines. The final stipend amount to be determined by the Superintendent and BOE.

All mentor teachers will hold either a provisional educator certificate or professional educator certificate, with a minimum of 3 years teacher experience in CT.

Teachers volunteering to become mentors will be supported in their training.

The TCC will communicate with teachers as to where they are in the mentoring timeline in order to ensure all mentors (or reviewers) are in compliance with TEAM guidelines.

Beginning teachers and mentors will be matched as closely as possible to their respective experience and assignments.

Are mentors assigned within 30 days: Yes

Mentor match criteria: Grade level, Content Area, Proximity, Needs

Mentor training: Mentors are required to attend a state approved training and update training.

PD for mentors:

Monitoring of the meeting log: Building administrators will monitor mentoring hours as part of pre/post observation conversations, in order to ensure that the requirements are being met. (This is NOT considered a part of the teacher evaluation process, it is a timely opportunity to ensure a discreet and private conversation about the TEAM process and the effectiveness of the BT - Mentor relationship).

Orientation

New Teacher Orientation will occur in August, prior to the start of the school year. New teachers will be introduced to their respective mentors (when possible), and given a full overview of the TEAM process.

Beginning teachers will complete Module 5 as part of their orientation to the Brooklyn School District.

Beginning teachers will work with their assigned mentors to establish a timeline of TEAM activities with due dates at the beginning of the school year.

The BES Assistant Principal and BMS Principal, who serve as co-district facilitators, will monitor TEAM module progress and will approve PGAPs as appropriate.

(DFs) will review BT and Mentor logs in conjunction with the Teacher Evaluation process - as outlined in the timeline of activities.

Failure to meet TEAM Requirements

As part of the orientation process, beginning teachers will be notified of the applicable TEAM timelines, and the result of failure to meet those timelines.

TEAM Module Progress Tracking

Beginning teachers will work with their assigned mentors to establish a timeline of TEAM activities with due dates at the beginning of the school year.

The BES Assistant Principal and BMS Principal, who serve as co-district facilitators, will monitor TEAM module progress and will approve PGAPs as appropriate.

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(DFs) will review BT and Mentor logs in conjunction with the Teacher Evaluation process - as outlined in the timeline of activities.

For those teachers not on track to complete TEAM by deadline dates, the DF will, if necessary, step in to facilitate the creation of a timeline that supports both the beginning teacher and the mentor to get back on track for TEAM completion.

Building administrators, which includes the DF, will monitor TEAM progress through the TEAM dashboard on a monthly basis and communicate with beginning teachers as necessary.

Method of demonstrating module completion: Teachers will submit a reflection paper to demonstrate completion of each module.

TEAM Reviewers

Reviewers are required to attend a state approved training.

Module review option: Regional Review (RESC Collaborative)

Dispute Resolution and Appeals

Internal disputes should first be resolved between the mentor and the beginning teacher. If not resolved at that level, the matter will be referred to the building administrators or DFs. If the issue is not resolved at this level, then the matter will be brought to the TCC for a final resolution.