



STRENGTHENING OUR WORKFORCE: DEVELOPING TEACHERS FROM THE START

Miami-Dade County Public Schools
Office of Professional Learning and Career Development

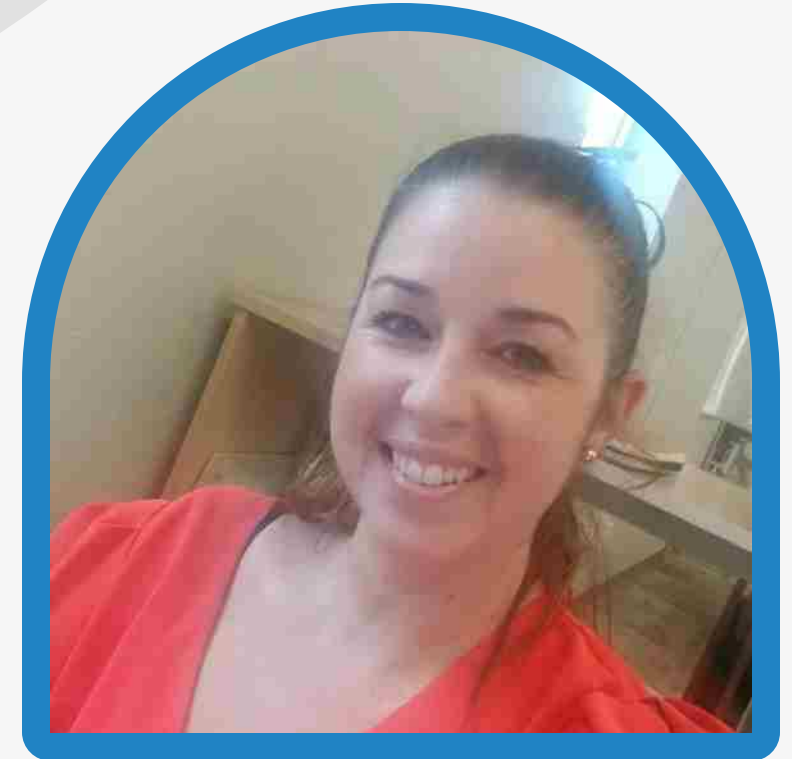


MINT: MENTORING AND INDUCTION FOR NEW TEACHERS



MS. KRISTIN TROMPETER
Executive Director

New Teacher Support:
MINT - i3 - SEED
Temporary Instructors/TIPS



DR. ROXY SANCHEZ
Executive Director

New Teacher Support:
MINT 2.0/MINT 2.0 CTE
PDCP Coordinator,
Micro-credentialing and
University/College
Partnerships

AGENDA

1. MINT OVERVIEW
2. DIFFERENTIATING SUPPORT
3. THE NEW TEACHER EXPERIENCE
4. THE POWER OF THE MENTOR
5. TECHNICAL SUPPORT
6. KNOW YOUR TEACHERS:
RESOURCES



MINT VISION



Mentoring and Induction for New Teachers:

To ensure that all new M-DCPS teachers are provided with the necessary support to develop into effective/highly effective educators and to remain in the profession.

LAUNCHING STRONG



WHO?

New to the profession
and early career
teachers



WHEN?

Upon hiring; 1st day of
school to the last day of
school; summer and onto
the next year



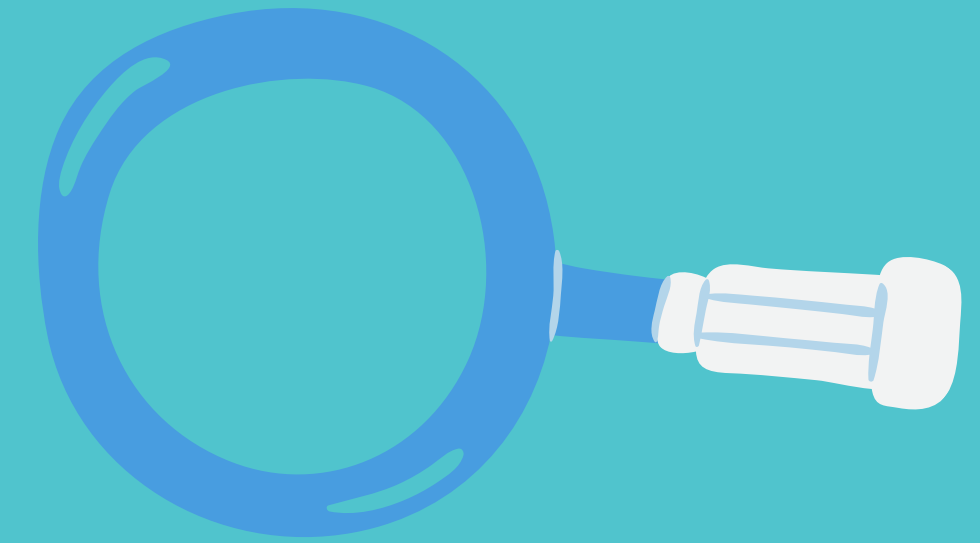
WHAT?

Pedagogy, Practice,
Support, Connection to
the community &
technical skills



WHY?

Accelerate the path to
effectiveness & improve
retention



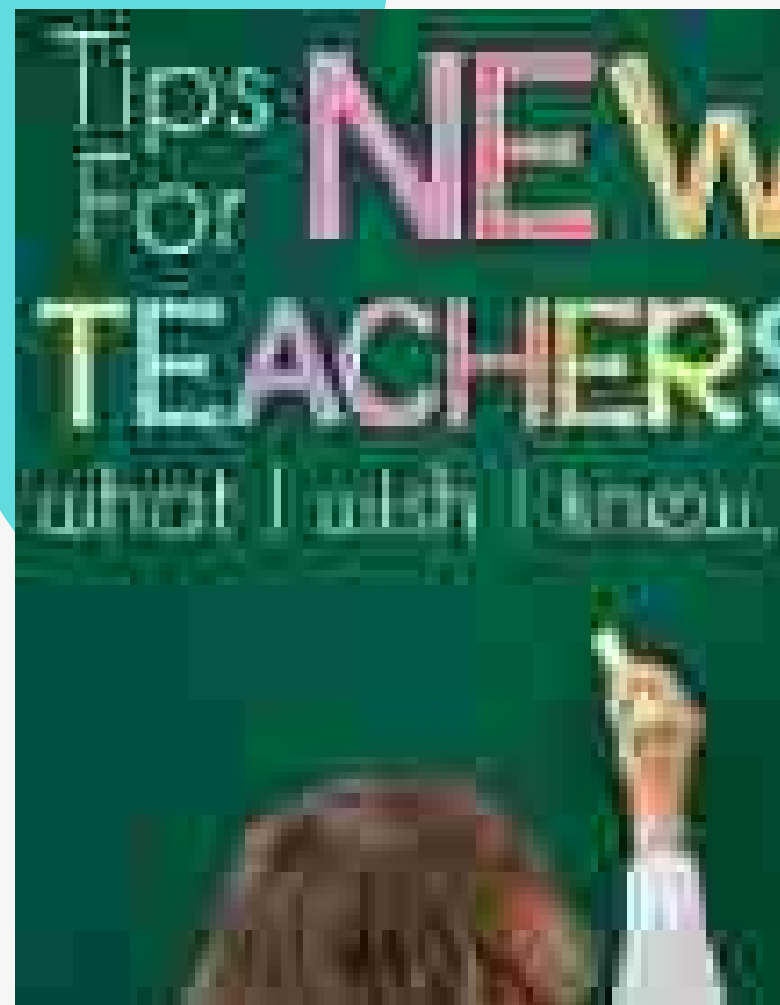
HOW

Knowing what new teachers need and who is going to provide that support, while facilitating its provision.

Mentoring and Induction for New Teachers



**ACTIVITY:
SURVIVAL IS NOT THRIVING.**



COLLABORATIVE SOLUTIONS

District: Instructional Staffing, Certification,
MINT/New Teacher Support

Region: Resources

School-site: Welcome, Placement,
Resources, Tracking, Feedback, Support,
School culture



MINT PATHWAY

- **New Teacher Orientation (NTO) and NTO Make-up**
 - **Teachers**
 - **New**
 - **Early career who have not yet attended**
 - **New to M-DCPS teachers**
 - **New Counselors, TRUST Counselors, Mental Health coordinators, School Psychologists, Social Workers, Speech Pathologists, Student Services Support Specialists, CAP Advisors**
- **IPEGS/DPGT Training**





MINT COMPONENTS - CONTINUED

For teachers only:

- Mentor/Buddy Assignment and Support
- MINT Core learning PD's (5 total)
- NEST Sessions -
 - 1st and 2nd year teachers
 - Schools with 3 may propose and host
 - Required at all schools who have 5 or more new teachers
- Learning Walks - Required experience for all new teachers; 2 in one school year
- District Lead Mentor support
 - Newsletters
 - Webinars/Monthly Forums



NT LAB: NEW TEACHER LEARNING AT THE BEGINNING



- 2 Consecutive Days: Immediate, upon hiring
 - MINT and On-boarding
 - Pacing Guide Review
 - Immediate Learning to Practice
 - Virtual Tools
 - Creating an Optimal Learning Environment: Equity, SEL, Developing Resilient Learners
 - First Days of School
-

DIFFERENTIATED SUPPORT



All New to the Profession Teachers: MINT

NTO - IPEGS/DPGT - MINT - Mentor



Early Career Teachers (2-3 years): MINT

NTO - IPEGS/DPGT - MINT, continued - Mentor/Buddy



Experienced Teachers

NTO - IPEGS/DPGT - PD, as needed - Buddy Support



3100's

3100's that will be to your building for an extended period of time and/or 99 days or more (a good year), we recommend a Mentor be paired with them.

If you have a 3100 who has experience but is new to your building, we recommend that they be paired with a Buddy.

3100's that will be in your building for less than 99 days, can also be paired as "Not Eligible/Not Required", at your discretion



Counselors, TRUST Counselors, Mental Health coordinators, School Psychologists, Social Workers, Speech Pathologists, Student Services Support Specialists, CAP Advisors

NTO - IPEGS/DPGT - District Department Mentor; NOT via MINT



MINT 2.0 AND MINT 2.0 CTE

1. ALL NEW TEACHERS PARTAKE IN MINT
2. MINT 2.0: ALTERNATIVE CERTIFICATION
3. FULL-TIME TEACHERS OF RECORD ONLY
4. MUST APPLY AND BE ADMITTED
5. DOES NOT TAKE THE PLACE OF MINT
6. SATISFIES THE EDUCATION COURSE REQUIREMENTS
7. TEST SUPPORT
8. MINT 2.0: FLDOE TEMPORARY CERTIFICATE
9. MINT 2.0 CTE: DISTRICT ISSUED TEMPORARY CERTIFICATE – Enrolls in April each year
10. WHICH OF YOUR TEACHERS ARE ON A TEMPORARY CERTIFICATE?



THE POWER OF THE MENTOR



CHOOSE YOUR MENTOR

Reflect on a famous historical figure, celebrated scientist, celebrity, literary or movie character, etc.

If you could choose anyone to be your mentor...

- Who would you choose?
- What were the reason(s) you chose that person to be your mentor?



MENTORING: BEYOND COMPLIANCE

A Mentor:

- Build Trust
- Strengthens
- Nonjudgmental/Non evaluative
- Show empathy
- Work Collaboratively



Mentor Criteria:

- Credibility with colleagues
- Strong Interpersonal skills
- Understanding of Content
- Experience and desire to work with adult learners



MENTOR ELIGIBILITY

- Minimum of five-years successful teacher* experience (Effective/Highly Effective Evaluation)
- Must hold a valid Professional Certificate
- Certified at the same area, subject area, and/or grade level
- Selected and Assigned by school-site Administrator



SELECTING AND ASSIGNING SUPPORT

- ★ **Weekly Briefing: Pairings due in September**
- ★ **Mentor/Buddy Identified, Selected, Paired and NOTIFIED**
- ★ **Mentor Tracking Tool: Site-based Administrator**
<http://hrinfo.dadeschools.net/eval/>
- ★ **Step 1: Review your new hires (status/eligibility)**
- ★ **Step 2: Nominate your Mentor or Buddy**
Mentor/Buddy can only support 2 teachers
- ★ **Step 3: Assign support Or Not Eligible/Not applicable**
Don't leave any blank or pink; pair regularly, as new hires populate





Good afternoon KRISTIN KEEN TROMPETER

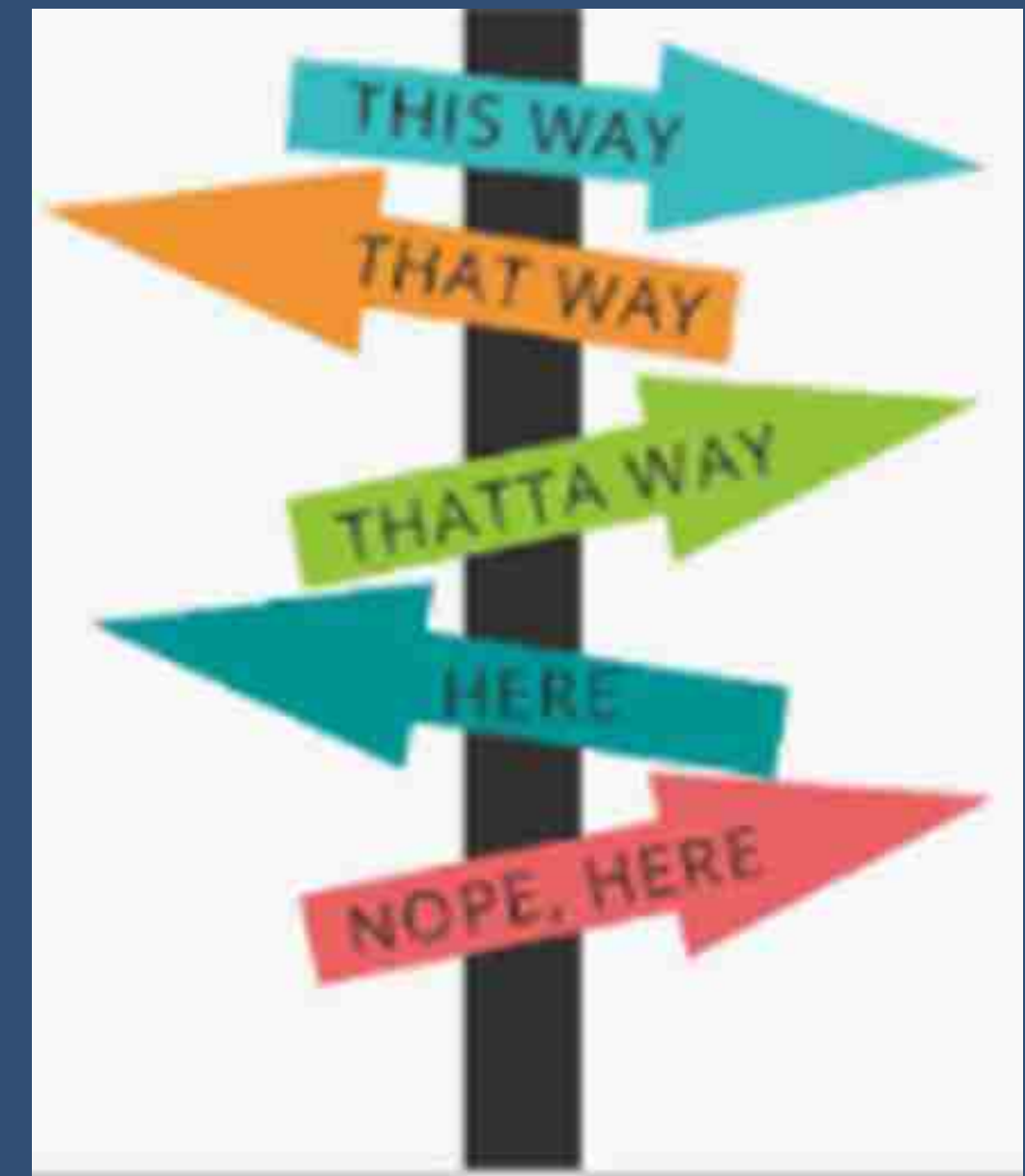
Current Information

Division: 10 - HUMAN RESOURCES, EVALUATION
Location: 9017 - OFFICE OF PROFESSIONAL DEV & EVALUATION
Position: 52000132 - INST SUPV TCHR INCENTIVE
Email: KTROMPETER@DADESCHOOLS.NET
Phone: 305 995-7616

Welcome to the M-DCPS Mentor Maintenance log.	Please select the area you wish to access from the options listed.	<input type="radio"/> New/Update Mentor Program	<input type="radio"/> Specific Loc	<input type="text" value="LIC #"/>	List
		<input type="radio"/> Update Mentor Nominees	<input type="radio"/> Reports		
		<input type="radio"/> Current County			

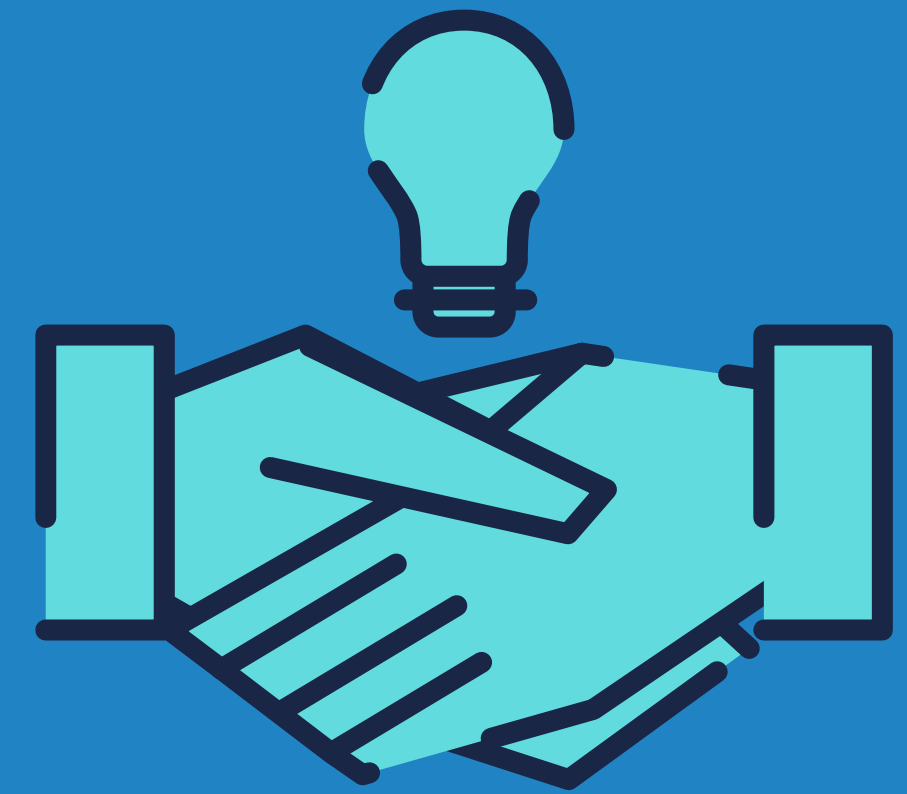
Staff in Location 5821 - ROCKWAY MS

Staff eligible for a mentor				Staff eligible to be nominated as a mentor			Mentors		
Year	Teacher/Job	Contract	Mentor	Teacher/Job	Area	Teacher/Job	Mentor	Availability	
1	0020982 - FERNANDEZ, KRISTIN FINE ARTS MIDDLE	Annual Contract Y 3	BULLY - STENICO, LEANA MILDALA	0020932 - ALDRIN, WISER MIDDLE GRADE ENGLISH	Select From List	0020988 - AMBROSIA, MADE SREB - VARIOUS EXCEPTIONALITIES	AMST - Pending Training	1	
1	0020973 - FERNANDEZ, KAYANDRA MIDDLE GRADE MATH	Probationary Cont.	BULLY - STENICO, LEANA MILDALA	0020908 - AMBROSIA, MADE SREB - VARIOUS EXCEPTIONALITIES	Select From List	0022180 - BETHUNE, BEARIA MILDALA MIDDLE GRADE MATH	BULLY -	0	
1	0022193 - FISCHER, JOSEPH FINE ARTS MIDDLE	Probationary Cont.	BULLY - ENJE, SUSAN E	0024924 - ARANGO, FRANCES A 8TH GRADE	Select From List	0020976 - ENJE, SUSAN E MIDDLE EDUCATION MIDDLE	AMST - Pending Training	1	
1	0021184 - GONZALEZ, ERIC 8TH GRADE	Probationary Cont.	BULLY - ENJE, SUSAN E	0022230 - BETHUNE, BEARIA MILDALA MIDDLE GRADE MATH	Select From List	0027188 - DE LA TORRE, ESTHER TEACHER CTS FOR SREB INSTRUCT	BULLY -	1	
1	0022225 - HARTWITT, SARAHAN ANJALA SREB - AUTISM SPECIALIST 2000048	Probationary Cont.	BULLY - MARTINEZ, YEMARA N	0022228 - BERTON, MARIA I MIDDLE GRADE MATH	Select From List	0022183 - HARTWITT, SARAHAN ANJALA SREB - AUTISM SPECIALIST 2000048	AMST - Pending Training	2	
1	0020148 - HERNANDEZ, GABRIEL SREB - AUTISM SPECIALIST 2000048	Probationary Cont.	BULLY - AMBROSIA, MADE	0020679 - CASARETA-THIEL, GERVASIO HELENA MIDDLE GRADE SCIENCE	Select From List	0020686 - MARTINEZ, YEMARA N MIDDLE GRADE MATH	AMST - Pending Training	1	
1	0022049 - HARTWITT, LOURDES MARIA MIDDLE GRADE SOCIAL STUDY	Probationary Cont.	BULLY - BENOLO, ROSA MADRIZ	0022197 - CASARETA, SARAH ANN FINE ARTS ENGLISH MIDDLE	Select From List	0020989 - ENJE, SUSAN E MIDDLE SECOND LANGUAGE	BULLY -	1	
1	0022004 - MEER, ANNETTE MIDDLE GRADE SOCIAL STUDY	Annual Contract Y 3	BULLY - DE LA TORRE, JONASO	0022002 - CARMONA, TESSIE GERARDO 8TH GRADE	Select From List	0022084 - ENJE, SUSAN E MIDDLE GRADE MATH	AMST - Pending Training	2	
1	0022281 - ODE, SANDRA MIDDLE GRADE SOCIAL STUDY	Probationary Cont.	BULLY - SUAREZ, ALVARADO	0022099 - CASAS, REFUGIO MIDDLE GRADE SOCIAL STUDY	Select From List	0020973 - BETHUNE, BEARIA MILDALA MIDDLE GRADE MATH	BULLY -	1	
				0020937 - CECOVHILL, CARMEN CARMEN MIDDLE GRADE MATH	Select From List	0020978 - SUAREZ, ALVARADO MIDDLE GRADE SOCIAL STUDY	AMST - Pending Training	1	
				0020978 - ENJE, SUSAN E MIDDLE EDUCATION MIDDLE	Select From List				
				0027138 - DE LA TORRE, JONASO TEACHER CTS FOR SREB INSTRUCT	Select From List				
				0020989 - AMBROSIA, MADE FINE ARTS MIDDLE	Select From List				
				0020978 - HERNANDEZ, KAYANDRA MIDDLE GRADE MATH	Select From List				
				0020000 - BERNAL, WISPER FINE ARTS MIDDLE	Select From List				
				0020982 - GONZALEZ, ADEL MIDDLE GRADE SOCIAL STUDY	Select From List				
				0020982 - GONZALEZ, ADEL MIDDLE GRADE SOCIAL STUDY	Select From List				



<http://hrinfo.dadeschools.net/eval/>

KNOW YOUR TEACHERS



PRINCIPAL ROLE



- Know your teachers: New, Experienced, Certificate status
- Select, assign and notify mentors
- Identify and notify new teachers of resources, mentor, buddy supports
- Facilitate mentor/mentee Learning Walks
- Meet with and monitor new teacher support



RESOURCES

- PLST Lead Mentor
- Administrator/District Hours
- SCALED
- Schoology: Group (not a course)

A screenshot of a Schoology interface. On the left is a sidebar with the MINT logo (Mentoring & Induction for New Teachers) and School Site Administrator. Below the logo are icons for Group Options, Updates, Discussions, and Albums. The main content area shows the title 'New Teacher Support Administrator Community' and a 'Resources' section. There are two buttons: 'Add Resources' and 'Options'. Below is a table with one row containing a folder icon, the title 'Role of the School Leader Professional Learning Series - i3/MINT/SEED', a description 'Pre-recorded webinars about aspects of the leaders role in new teacher support in general.', and the text 'Added by KRISTIN TROMPETER · Dec 17, 2021'.

Access Code

JJ77-BQP9-T49V7




3 STEPS TO A GREAT YEAR!



- Develop a welcome activity that you will host with your new teachers
 - Identify your PLST Lead Mentor
 - Select a date to meet and discuss with them
 - List 3 attributes that you will be looking for as you identify/select your Mentors
-

NEW TEACHER SUPPORT (NTS) LEADERSHIP CONTACT US



-  Ms. Kristin Trompeter, Executive Director:
ktrompeter@dadeschools.net
 -  Dr. Roxy Sanchez, Instructional Supervisor:
roxysanchez@dadeschools.net
 -  Ms. Kadesha Dean, Instructional Supervisor
kndean@dadeschools.net
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