



# INTC ANNUAL PROGRESS REPORT<sup>1</sup>

December 2011

Each year, the Illinois New Teacher Collaborative (INTC) staff members compile a report summarizing the work of INTC. We invite you to read through the summary and think about which activities are of interest to you. Then, on the sign-up sheet that is in the conference booklet, please let us know if you would like to join the INTC Partnership Board to become actively involved in INTC projects.

## Major Tasks

1. Continuing to expand the Illinois New Teacher Collaborative (INTC) to ensure that supporting new teachers becomes a statewide commitment and develops into a statewide infrastructure
2. Continuing to provide an annual INTC Induction and Mentoring Conference, an annual Beginning Teacher Conference for Illinois teachers finishing their first year of teaching, and professional development workshops throughout Illinois
3. Served as the administrative home for the Illinois State Board of Education (ISBE) Funded Beginning Teacher Induction Programs and supported the formerly funded induction programs to make a successful transition to non-funded status
  - Funding from the Illinois State Board of Education (ISBE) to the Beginning Teacher Induction Programs ended on August 31, 2011.
  - INTC worked to support the programs to develop ways to maintain quality induction without funding.
4. Continuing to improve the website to add induction and mentoring program information, and to expand the online resources database
5. Concluded work on a service learning project, including conference presentations, professional development workshops, and a boot camp
6. Researching and reporting on ISBE funded program progress and impact
7. Spreading the word of INTC via presentations, print and electronic media communications, web presence, and personal contact

## Progress on Major Tasks

### 1-Expansion of the Collaborative

- Conducted Executive Board and Partnership Board meetings on May 24, July 7 and October 25 in Champaign
- Conducted an Executive Board meeting during the 6<sup>th</sup> Annual INTC Induction and Mentoring conference in March
- Adopted a revised Mission and Vision Statement based on the November, 2010 Executive Board and Partnership Board meeting

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<sup>1</sup> INTC has three major sources of support, the College of Education, University of Illinois, Urbana-Champaign, State Farm Companies Foundation, and ISBE. Many INTC work components funded by one source go hand in hand with those supported principally by other sources. One example is that INTC, which resides in the College of Education, is the administrative agent for the ISBE funded programs, which play a large role in planning, facilitating and attending (the latter on ISBE money) the statewide conference, whose major sponsor is State Farm.

- Formed three coordinating committees to strategically plan and coordinate statewide induction initiatives: (a) Research and Evaluation, (b) Policy, Advocacy, and Communication, and (c) Professional Development and Technical Assistance
- Planned for, scheduled, and conducted a meeting of coordinating chairs to discuss the next steps for moving Illinois induction initiatives forward using the INTC and IIPT Strategic Plans as guides
- Continued to implement the INTC Strategic Plan through the ongoing work of INTC-facilitated subcommittees
- Added members to the Partnership Board
- Collaborated in planning and continuing the rollout of the *Illinois Induction Program Continuum* through a distribution plan and a series of trainings for induction and mentoring program administrators, leaders, and mentors
- Organized public comment in support of Illinois funding for induction at all FY13 ISBE Budget Hearings
- Continued work with the Chicago New Teacher Center (CNTC) on expanding communication about induction and mentoring and advocating for its expansion throughout the state
- Began defining a collaborative learning partnership with the New Teacher Center and the Consortium for Educational Change to improve technical assistance services for program leaders
- Conducted a staff retreat to redefine the roles, goals, and functions of INTC in light of funding challenges

## **2-Statewide, Regional and National Meetings Supporting Induction and Mentoring**

### **Sixth Annual Statewide Conference, February 28-March 2, 2011, Hilton Springfield**

(Conference archive available at <http://intc.education.illinois.edu/page/intc-2011-conference-archive>)

- Facilitated conference planning with partners and internal staff
  - Conducted six conference planning meetings
  - Established work group members, chairs, and tasks
  - Selected and scheduled Critical Issue Breakout sessions from submitted proposals
  - Recruited and confirmed keynote speakers
- Attended by over 200
- Overall ratings for the conference continue to be high averaging nearly 3.6 out of a possible 4.0 on areas probed
- Mentors consisted of 36.4% of respondents, 23.4% were program coordinators, 13% were administrators, and 13% selected multiple roles
- New Teachers, professional development & support providers, and higher education attendees were 5% or less

### **Seventh Annual Statewide Conference, February 22<sup>nd</sup> and 23<sup>rd</sup>, 2012, Hilton Springfield**

- Planning continues with a theme of “Staying Committed to New Teacher Induction”
- Planning meetings held on September 13, October 12, November 8, and December 6
- Subsequent meetings to be held on January 10 and February 7
- Issued Request for Proposals and notified presenters of their acceptance
- The work groups consist of INTC staff liaisons and INTC partners as chairs

### **Second Annual Beginning Teacher Conference “Y2: Moving Beyond Survival,” June 28<sup>th</sup>, 2011**

(More information at: <http://intc.education.illinois.edu/page/intc-beginning-teacher-conference>)

- Conducted Beginning Teacher Conference Task Force meetings
- New teachers were key players in conference planning and as conference emcees and facilitators
- State Farm Companies Foundation funded the conference with no cost to participants other than transportation
- Secured hotel contract and keynote speakers for the 2011 Beginning Teacher Conference
- Nearly 80 beginning teachers attended

- The conference rated high across all prompts
- INTC staff conducted research, focus groups and written surveys to learn more about the training, support, and needs of beginning teachers
- Preliminary planning has begun for the 2012 Beginning Teacher Conference
- Opportunities for online discussions for conference participants and an online Conference Archive are available

### **Professional Development**

- Expanded online networking and webinars include:
  - Weekly webinars including *INTC 101* to highlight INTC's history, initiatives, and available resources as well as networking sessions for new teachers, mentors, and induction leaders
  - Began two, semester-long book studies for new teachers focused on Classroom Management
  - Scheduled monthly research discussions
  - Began planning for content specific webinars to involve guest experts (e.g. Parent Partnerships, Legal Advice for 21<sup>st</sup> Century Educators)
  - Conducted regional workshops on December 5 (Normal) and December 8 (Bellwood) in collaboration with ICE21 regarding use of the continuum for Illinois Professional Teaching Standards
  - Recruited a planning committee of partners to determine content and schedules
  - Targeted new teachers and mentors
  - A third workshop is planned for January 18 (Fairview Heights)
  - Workshops are free-of-charge and targeted to all Illinois new teachers and those who support them
  - Began planning for Regional Induction Networks of induction program leadership teams interested in focused program assessment and continuous improvement with technical assistance supports

### **3-Illinois State Board of Education Funded Beginning Teacher Induction Programs<sup>2</sup>**

- Supported FY11 funded programs through site visits, weekly updates, emails, online discussions, small group networking sessions, and phone calls
- Provided ongoing support for 15 FY10 funded program leaders who chose not to reapply for FY11 continuation funds due to financial and/or administrative constraints
- Continued serving as an information liaison between the funded programs and ISBE for questions regarding Administrative Rules and budgeting decisions. Examples of specific support activities include:
  - Shared resources, strategies, and tools through the "Funded Programs Collaborative Corner" portion of the INTC website
  - Facilitated five Spring 2011 regional Professional Learning and Networking sessions focused on improving individual program services and supports for beginning teachers
  - Offered a pre-conference session during the 6<sup>th</sup> Annual INTC Induction and Mentoring conference for funded program leaders with a focus on strategies and tools for increasing the quality and effectiveness of program mentors
  - Hosted five regional demonstrations of the TIMSweb electronic record keeping system that will be provided for free to program leaders during the 2011-2012 school year
  - Continued offering webinars to discuss specific topics of interest as requested by program leaders, and expanded participation to include non-funded program participants as well
  - Served as an information liaison between the funded programs and ISBE for questions regarding Administrative Rules and budgeting decisions
- Initiated discussions of specific administrative rule changes with ISBE as requested by funded program leaders
- Obtained funding and began planning for increased availability of the *Teacher Induction and Mentoring System on the Web (TimsWeb)* for cost-free use by program leaders. This online tool logs information

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<sup>2</sup> Although the funded programs are ISBE funded, many INTC work components are consistent with the initiatives supported principally by State Farm Companies Foundation. For example, the funded programs play a large role in planning, facilitating and attending (the latter on ISBE money) the statewide conference, whose major sponsor is State Farm.

about beginning teacher and mentor interactions for efficient monitoring by program leaders.

- Began planning for INTC role changes given the budget proposal that eliminated FY12 funding for these programs (signed into law June 30 by the Governor)
- Worked with individual programs to provide supports and information needed to keep induction functioning when elimination of FY12 funding took effect on August 31, 2011

#### **4-Website and Online Resources**

- Continued to plan, with the Technology Committee, website revisions and methods for promoting INTC Online usage
  - Collected survey data to determine the wants, needs, and interests of users
  - Expanded the resources database to include tools developed and used by induction program leaders
  - Added a calendar of events
  - Developed a prominent section of the website for the *Illinois Induction Program Standards and Continuum*.
- Continued database programming to:
  - Allow ISBE funded program CDE data to be used for generating program profile and statewide summary web pages
  - Enable program coordinators to log in and update public program information directly
  - Include unfunded programs in the database
  - Allow users to easily search for program profiles of interest
- Began promoting increased collaboration and sharing among ISBE funded program leaders through the public INTC website
- Expanded professional development offerings through online webinars and workshops, adding monthly beginning teacher networking sessions and mentor networking sessions
- Increased the use of Facebook and began using Twitter to share INTC news
- Worked with a Northern Illinois University graduate class to add quality resources to the INTC website and to increase activity in the discussion forums
- Utilized forums for discussion following webinar events (e.g. classroom discipline discussion connected to book studies)
- Assumed programming responsibilities of TimsWeb and collaborated with Monroe-Randolph ROE to expand usership
- TimsWeb will be free for all induction programs for the 2011-2012 school year
- Continued partnership with Apple, Inc. at the 6<sup>th</sup> Annual INTC Induction and Mentoring Conference critical issues sessions

#### **5-Service Learning Project for New Teachers**

- Service Learning Task Force member presented at the 6<sup>th</sup> Annual INTC Induction and Mentoring Conference
- Reached out to the McCormick Foundation to discuss state-wide service learning initiatives
- Task Force member presented service learning component at Hot Topic Breakout session at the Second Annual Beginning Teacher Conference “Y2: Moving Beyond Survival”
- Continued planning for professional development workshops around service learning and the service learning boot camp
- Concluded work on Service Learning Project to due to lower than expected interest by target audience

#### **6-Research and Reporting**

- Laid groundwork for surveying districts, ROEs, and other educational entities in Illinois to determine what induction activities are taking place outside of the funded programs
- Prepared and distributed a survey of all districts in Illinois which have never received ISBE induction grant funding to determine what induction activities are taking place outside of the funded programs

- Compiled and analyzed data from the unfunded districts survey and produced FY11 Data Brief #2 and its accompanying appendix
- Prepared and distributed a survey for programs no longer receiving state grant funding
- Collected and began analysis of data collected from Y2 Conference (2010 & 2011) participants to learn more about the training, support, and needs of beginning teachers
- Analyzed data from the fall 2010 CDE and produced FY11 Data Brief #1 and its accompanying appendix
- Prepared three spring surveys including the spring 2011 CDE and surveys for all new teachers and mentors at the funded programs
- Developed a template for Research Highlights (a one-page, color, user-friendly research summary) to periodically share the good news of Illinois induction
- Distributed three spring surveys—the spring 2011 CDE and surveys for all new teachers and mentors at the funded programs
- Created and distributed two issues of Research Highlights
- Planned and conducted survey and focus group research at the June Beginning Teacher Conference
- Analyzed data from the spring 2012 CDE reporting form of funded programs and produced FY11 Data Brief #3 and its accompanying appendix
- Created a one-page, colorful Research Highlights summary based on Data Brief #3
- Compiled data from the Living Without Funding survey of funded programs and created both a PowerPoint presentation for the EB/PB meeting and a Research Highlights based on the findings
- Began analyzing 2011 Beginning Teacher Conference focus group interviews  
Planned for FY12 research efforts
- Prepared a final report of all of INTC's research efforts for FY11, including two surveys of funded programs and a survey of all unfunded districts in Illinois
- Began preparing a workbooklet for induction programs to use in self-evaluation

## 7-Spreading the Word of INTC

- Presented at:
  - Association for Curriculum and Supervision annual conference, March 2011 in collaboration with the ASCD Mentoring Network facilitators
  - Association of Teacher Educators, February 2011, regarding research from the 2010 Beginning Teacher Conference
  - CEC/NTC Mentoring Compact Colloquium (June 13, 2011)
  - Northern Illinois University's Teacher Induction graduate course (June 21, 2011)
- Submitted proposals for:
  - Association of Teacher Educators, February 2011 (accepted)
  - Association for Supervision and Curriculum Development, March 2011 (accepted)
  - American Educational Research Association, April 2011 (in review)
  - New Teacher Center Symposium, February 2012 (accepted)
  - American Association of Colleges for Teacher Education, February 2012 (accepted)
  - Association for Curriculum and Supervision, March 2012 (accepted)
  - New Mexico Mentor Institute Conference, October, 2011 (accepted)
- Drafted, submitted, and had published article in *Action in Teacher Education* (Winter 2011). This article is based on the contents of the February 2010 presentation at the Association of Teacher Educators conference
- Submitted article to *Journal of Staff Development*
- Submitted articles to *Educational Leadership*
- Joined the Association for Supervision and Curriculum Development Mentoring Network with an INTC staff member serving as a board member
- Developed a monthly *INTC 101* webinar to highlight INTC's history, initiatives, and available resources. This session includes a guided tour of INTC's website.