AUGUST GUIDE FOR THE INITIAL MEETING WITH PROTEGES

OVERVIEW: The mentor’s job for the first meeting with his/her protégé is to help the new teacher:

1. Identify expectations of mentor/protégé relationship
2. IEP and paperwork
3. Planning
4. Classroom Management
5. Building
6. Organization of materials and resources
7. Contact and collaboration with families and colleagues
8. Team teaching

Identify Expectations of mentor/protégé relationship

- Introductions
- Establish the expectations of the mentor/protégé relationship
  - Methods of communication
  - Schedule (mentor meetings, observations, best time to contact)
  - Reaffirm nonjudgmental and supportive relationship

IEP

- Introduce how to access documents on Phoenix
  - Establish yourself as case manager if not already done for you
- Read IEP’s before students return
- Check goals, accommodations, and service times
- Check PSAT/SAT accommodations (H.S.)
- Check related services and ELL status
- Establish team members for each student in Phoenix
  - Send IEP and Behavior Plans to students’ general educations teachers and related service providers.

Plan your room arrangement without moving a chair!
http://teacher.scholastic.com/tools/class_setup/
Request electronic verification of each team member. Attach directions for them.

Questions and concerns

Planning

Set up plan book
Plan for 1st day
Plan for 1st week
Emergency procedures
Textbooks
Curriculum guides
Goal tracking
Supplies
Organization
  - Establish system to collect student data
  - Place for students work and materials

Contact Information
  - Name and role of - school administrators, counselors, case managers, special education department chair, consulting teacher

Case manager information, refer to Vision - Confidentiality
  - Documentation
  - Deadlines

Develop calendar with dates for: IEP, reevaluations, BIP/FBA, test windows, Back-to-School, Open House, conferences, interim/report card dates, progress report deadlines, mentor meetings, and observations, etc.

Questions and concerns

Classroom Management

Room arrangement
  - Sharing resource space
  - Consider accommodations in general education and self-contained classes

Physical arrangement of room
  - Work stations
  - Seating in general education classes
  - Location/system of student materials and work (where completed work will be turned in, where missing work can be found, when to sharpen pencils, how to ask to use the rest room, etc.)

PBIS, RTI, school rules, diversity, and cultural awareness

The Building

(If your protégé attended the Beginning Teacher Institute August 9-10, the lead mentor at your school went over this section with your protégé.)

Office personnel – who’s who, where are they and what exactly do they do?
o Tour – work room, lounge, book room, mailboxes, office, student records, library, computer lab
o Equipment – where to find it and how to use it.
  ▪ “Equipment etiquette”
o Building procedures (Administration will go over these in detail during the first faculty meeting); examples: duties, hours, sign-out, emergency drills, schedules, meetings, policies (dress code, extracurricular attendance, etc.), incident reports for injuries/accidents
o Location of testing materials

Organization of Materials and Resources
o Place materials so you can locate and access them easily.
  o Introduction to accessing Internet, Intranet, Phoenix, email
o Set up a specific location to record resources you may need – websites, people that can help you, passwords, Phoenix/Vision instructions, etc.

Contact and Collaboration with Families and Colleagues
o TRT (now called IFT) & TA – location and access
o Prepare what you will say to families when you make initial contact (make the call soon).
  o Introduce yourself to teachers with whom you will team teach and related service providers. Schedule times to meet with them.
  o Document all family contact on Phoenix.

Team Teaching
o Discuss teaching and learning models with team teacher
o Accessing and entering grades in Phoenix
  o Accommodations
  o Room arrangement
  o Celebrate success!!!!!!

PREPARE FOR NEXT MONTH

- Set the date of your September meeting today! Set the dates for EACH monthly meeting as soon as possible.
- Suggest ideas for Back-to-School events.
- Look for upcoming due dates EVERY month
- August 24- First Day of School for Students
- September 4 – Holiday (Labor Day)
SEPTEMBER

The first 4 topics are top priority for EACH month:

- **Check on pacing, planning, and grading.**
  - Protégés are to come prepared to discuss lesson plans for the month and review the principal’s and county’s requirements. Make sure pacing is on-target for this month.
  - Review 9-week plans that have been developed by the grade level.
  - Review curriculum guide to prepare for the next month.

- **Collaborate – share ideas, instructional strategies, and units for the following month.**

- **Discuss/problem solve specific issues** (items that are specific to each protégé).

- **Discuss Classroom Management**
  - Procedures and routines
    - Are they established and working successfully?
    - Brainstorm ideas and options if needed
    - Areas of focus – homework, record keeping, students in need of supplies
  - Infractions of classroom rules
    - Clearly posted, simple
    - Positive reinforcement
    - Consistency of enforcement

- **Interims and IEP Progress Reports**

- **PHOENIX**
  - How to use, modify grades, make comments, produce reports
  - Keep assignments up to date – PARENTS HAVE REAL-TIME ACCESS

- **Observations**
  - Principal’s expectations
    - Usually informal in first couple months
    - What will be looked for
    - Encouragement – the principal is on your side – relax - be yourself

- **Organization**
  - See that documents and other information are saved and filed correctly
  - Data collection
    - Essential for progress reports and IEPs in Phoenix
  - Student portfolios
  - Begin planning for VAAP, VGLA, VSEP if you have eligible students

- **Supplies – does protégé need any?**
IEP’s
- Have they been read and understood?
- Check upcoming due dates: annual, reevaluation
- Writing goals and objectives
- Review testing information
- Are accommodations being implemented in team-taught and self-contained classes?
- Begin documentation for transition portion
- High school considerations – diploma status, vocational assessment
- Conducting an IEP meeting
  - Agenda
  - Suggest new teachers attend an IEP meeting prior to conducting their own (with parental permission)
  - Offer to accompany protégé to his/her 1st IEP meeting (with parental permission)

Sub Folder – show example
- Emergency plans should be easily accessible, clear, fairly general, and easy to follow, electronic and hard copy if possible.
- Planned absence – plans should be easily accessible, clear, specific to recent instruction, and easy to follow. Provide materials.
- Document location of emergency response folder and student medical issues
- Include non-instructional duties

Communication with parents/family – Document in Phoenix
- Do they know about, how to access, and how to use
  - Parent Resource Center
  - School newsletter
  - Protégé’s webpage (CMS) – provide assistance and ideas (keep simple)
    - Bio in 3rd person
    - Newsletter (if doing one)
    - 9-week plans
  - Instructions for parent/student use of Phoenix
    - Indicate whether assignments will be posted on Phoenix or your web page – keep up to date, be consistent with your department
- Phone calls – document date, time, topic in Phoenix (student contact log)
- Emails
  - Initially refer to times protégé is available to conference and how to schedule.
  - Send emails to families individually rather than to a group to avoid sharing addresses without permission.
  - Advise protégé that the tone of emails are interpreted by the reader and not always read in the tone intended.
Schedule a time to call the parent back or have them come in if they require specifics that should be discussed one-on-one.

- Rule of Thumb – ask yourself, “Would I want the email shared with everyone?”
- Future Quest (middle and high school) – send flyer to families [www.novatransition.org](http://www.novatransition.org)

- Back-to-School Night
  - Not an event for conferencing with parents on individual students.
  - Check principal’s guidelines: agenda, schedules, volunteer sign-up sheet, curriculum information, homework policy, tests, planners, textbooks, etc.
  - Plan with co-teachers. Be present in team-taught classes.
  - “Stick to the Facts” – avoid broad or subjective statements like “This class is not very motivated”

- Professional Relationships
  - Has protégé established good working relationships with coworkers – teams, paraprofessionals, service providers, administrators, TRT’s (IFT’s), etc?
  - Answer specific questions

- Technology
  - Check email regularly? Do they know how to check from home?
    - [http://www.outlook.com/lcps.org](http://www.outlook.com/lcps.org)
    - Make folders in Outlook to organize important messages
    - MyLearningPlan
    - Intranet
      - How to find curriculum and pacing guides, forms, etc.
  - Keep passwords in a safe place!
  - Safari Montage is a good source for videos
  - Celebrate success!!!!!

**LOOKING AHEAD**

- Provide ideas for P-T conferences.
- Review information regarding interims.
- **October 9 - Holiday** (Columbus Day)
- **October 23 – Student Holiday** (Staff Development Day)
- **November 3 – End of First Grading Period**
OCTOBER

The first 4 topics are top priority for EACH month:

- **Check on pacing, planning, and grading.**
  - Protégés are to come prepared to discuss lesson plans for the month and review the principal’s and county’s requirements.
  - Make sure pacing is on-target for this month.
  - Review 9-week plans that have been developed by the grade level.
  - Review curriculum guide to prepare for the next month.
  - Discuss formative and summative assessment.

- **Collaborate – share ideas, instructional strategies, and units for the following month.**

- **Discuss/problem solve specific issues** (items that are specific to each protégé).

- **Discuss Classroom Management**
  - Procedures and routines
    - Are they established and working successfully?
    - Brainstorm ideas and options if needed.
    - Areas of focus – homework, record keeping, students in need of supplies
  - Infractions of classroom rules
    - Clearly posted, simple
    - Positive reinforcement
    - Consistency of enforcement

- **Student data** – look at it together so your protégés know how to analyze and use in planning instruction.

- **IEP Progress Report**

- **Report cards**
  - Determining grades
  - Writing comments
  - The exact information that will print on the report card

- **Special Education Referrals**
  - Process – remind teachers that referral documents are read aloud at Eligibility meetings.
  - Interventions before referring.
    - Are accommodations and modifications being implemented?
    - Is the BIP being followed?
  - Explain special education counseling process.

Research shows that at least 25% of us are “introverted thinkers”; we like to have time to think before we discuss. If your protégé falls into this category, send him/her your agenda the week before meeting.
Differentiation – discuss planning and varying differentiated instruction across all levels: basic, general, A.P., AND within each class
Observations
- Formal – how to prepare, what the principal will expect and look for, relax.
- Informal observations with mentor – take turns observing one another.
Communication
- Web Page – provide assistance if necessary.
- Phoenix calendar – provide assistance if necessary.
- Newsletters – share examples.
- Parents/families – ask about parent contacts.
- Outlook – check regularly.
Parent Conferences – be prepared! Have data and work samples available. Be positive. Discuss possible scenario.
Classroom management
- What is going well, what is not – share ideas!
- Behavior
  - Any problem areas that need to be addressed?
  - Importance of positive interventions
  - Understand terminology: I.S.R., suspension, chance, expulsion
  - How to complete misconduct forms
  - Manifestations
Opt-out form – explain the procedure for experienced teachers who wish to opt out of the Mentor Program
What does protégé feel needs to be addressed? ________________
Celebrate success!!!!

Help your Protégé set a goal for the second quarter.

Discuss ways to meet this goal.

LOOKING AHEAD

- **November 6-7 - Student Holiday** (Planning/Records/Conference Days)
- Help your protégés plan for **American Education Week, Nov. 13-17**.
- Help them prepare for extended vacations that are sometimes taken by students in November and December....What are their responsibilities for make-up work, preparing assignments ahead of time?
- **Thanksgiving Break is November 22-24!**
NOVEMBER

The first 4 topics are top priority for EACH month:

- **Check on pacing, planning, and grading.**
  - Protégés are to come prepared to discuss lesson plans for the month and review the principal’s and county’s requirements.
  - Make sure pacing is on-target for this month.
  - Discuss and share ideas for assessment.
  - Use curriculum guide to prepare for the month ahead.

- **Collaborate – share ideas, instructional strategies, and units for the following month.**

- **Discuss/problem solve specific issues** (items that are specific to each protégé)

- **Discuss Classroom Management**

- **Parent Conferences**
  - Be prepared! Reflect on experiences in conferences that were held last month. Be positive.
  - Middle/High School teachers may want to consider giving parents a quick phone call or email to offer a conference or praise students.

- **Use of Flex/Resource time for remediation**

- **Check progress on VAAP, VGLA, VMAST, VSEP**

- **American Education Week, November 13-17.**

- **MyLearningPlan**
  - Remind protégé to check occasionally to see if there are workshops and classes that would be helpful in their professional development.

- **Recertification points**
  - 180 points needed in a cycle – how to get them, how to keep track of them
  - Those on a Provisional License need to stay in close touch with the school’s licensure specialist

- **Celebrate success!!!!!**

**LOOKING AHEAD!**

- December is often the month when new teachers hit a “low”. Watch for signs of burn-out. Perhaps you can have your next meeting at a restaurant or plan a joint meeting with another mentor and his/her protégés!
- **December 18 - January 1 - Winter Break** (Classes resume Jan. 2, 2018)
DECEMBER

The first 4 topics are top priority for EACH month:

- **Check on pacing, planning, and grading.**
  - Protégés are to come prepared to discuss lesson plans for the month and review the principal's and county’s requirements.
  - Make sure pacing is on-target for this month.
  - Discuss and share ideas for assessment.
  - Use curriculum guide to prepare for the month ahead.

- **Collaborate – share ideas, instructional strategies, and units for the following month.**

- **Discuss/problem solve specific issues** (items that are specific to each protégé)

- **Discuss Classroom Management**
  - SOL Remediation
  - Check progress on VAAP, VGLA, VSEP
  - Homework
  - Dealing with stress
  - Holidays
    - Awareness of various religious holidays and customs which may affect students
    - Understanding your school’s policies for holiday displays

- **MyLearningPlan**
- **Probation**
  - Even though your principal cannot officially tell you that your protégé is going to receive “Mid-Year Support”, you can probably read your protégé well enough to know that there is a problem. If you haven’t already, schedule a time to visit each other’s classrooms.

**LOOKING AHEAD**

- Make sure your protégés do not return from Winter Break to piles of paper. Take some time to help them file what is important and toss what is not.
- **December 18-January 1 - Winter Break**  Classes Resume January 2, 2018
- **January 15 - Holiday** (Martin Luther King, Jr. Day)
- **January 26 – End of Second Grading Period**
- **January 29 - Moveable Student Holiday** (Planning/Records/Conference Day)
The first 4 topics are top priority for EACH month:

- **Check on pacing, planning, and grading.**
  - Protégés are to come prepared to discuss lesson plans for the month and review the principal’s and county’s requirements.
  - Make sure pacing is on-target for this month.
  - Discuss and share ideas for assessment.
  - Use the curriculum guides to prepare for the next month.

- **Collaborate – share ideas, instructional strategies, and units for the following month.**

- **Discuss/problem solve specific issues** (items that are specific to each protégé)

- **Discuss Classroom Management**

  - Semester deadlines
    - Exams, report cards, progress reports
  - Prepare for exams (secondary)
    - Testing accommodations
  - SOL remediation
  - Check progress on VAAP, VGLA, VSEP
  - Report Cards – review grading and report procedures.
  - New rosters and schedules for those with new second semester classes.
    - Send verification request to 2nd semester teachers through Phoenix.
  - Understand exam exemption
  - Martin Luther King, Jr. Day – videos on Safari Montage
  - Identify students – especially seniors – who may not pass class and be in danger of not advancing or graduating. Contact parents, students and guidance. Document contacts.
  - Planning/Records/Conference Day – suggestions for effective use of this time. This is a moveable holiday.
  - Replenishing supplies
  - Questions and concerns
  - Celebrate success!!!

**LOOKING AHEAD**

- Black History Month
- Valentine’s Day
- **February 19 - Holiday** (Presidents’ Day)
FEBRUARY

*The first 4 topics are top priority for EACH month:*

- **Check on pacing, planning, and grading.**
  - Protégés are to come prepared to discuss lesson plans for the month and review the principal’s and county’s requirements.
  - Make sure pacing is on-target for this month.
  - Review 9-week plans that have been developed by the grade level.
  - Review curriculum guide to prepare for the next month.

- **Collaborate – share ideas, instructional strategies, and units for the following month.**

- **Discuss/problem solve specific issues** (items that are specific to each protégé).

- **Discuss Classroom Management**

- **MyLearningPlan** – logging on and keeping track of recertification points in “My Profile”

- Black History Month

- SOL’s
  - Preparing students
  - Information on VA Department of Education website [http://www.pen.k12.va.us/](http://www.pen.k12.va.us/)
  - VAAP, VGLA, VSEP – help protégé check required details.

- Course Recommendations/Scheduling for next year – MS and HS

- Revisit sub folder – adjust if necessary

- Questions?

- Celebrate success!!!!!!

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**LOOKING AHEAD**

- Read Across America is **March 2**
- **March 26-30** – **Holiday** (Spring Break)
- March is Music in Our Schools Month.
- March is Women’s History Month.
- March is National Nutritional Month. Check out [www.eatright.org](http://www.eatright.org)
MARCH

The first 4 topics are top priority for EACH month:

- **Check on pacing, planning, and grading.**
  - Protégés are to come prepared to discuss lesson plans for the month and review the principal’s and county’s requirements.
  - Make sure pacing is on-target for this month.
  - Discuss assessment.
  - Use curriculum guide to prepare for the next month.

- **Collaborate – share ideas, instructional strategies, and units for the following month.**

- **Discuss/problem solve specific issues** (items that are specific to each protégé).

- **Discuss Classroom Management**
  - Revisit IEP’s to make sure accommodations are being met.
  - Observations – make sure protégés are prepared for a formal observation by your principal.
  - Continue awareness of Standardized Testing Schedule and students’ accommodations.
  - VAAP, VGLA, VSEP – help protégé check details and prepare to submit next month.
  - Read Across America is March 2.
    - Activities, costumes, books and games available at [www.Apples4Teachers.com](http://www.Apples4Teachers.com)
  - Celebrate success!

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**LOOKING AHEAD**

- **April 2** – **Student Holiday** (Staff Development Day)
- **April 6** – **End of Third Grading Period**
- **April 9** – **Student Holiday** (Planning/Records/Conference Day)
APRIL

The first 4 topics are top priority for EACH month:

- Check on pacing, planning, and grading.
  - Protégés are to come prepared to discuss lesson plans for the month and review the principal’s and county’s requirements.
  - Make sure pacing is on-target for this month.
  - Discuss assessment
  - Review curriculum guide to prepare for the next month.

- Collaborate – share ideas, instructional strategies, and units for the following month.

- Discuss/problem solve specific issues (items that are specific to each protégé).

- Discuss Classroom Management

  - SOL testing schedule
  - Submit VAAP, VGLA, VSEP collection of evidence.
  - Extended School Year (ESY) paperwork is due this month.
    - Determine which students meet the criteria
    - Notify parents of ESY conferences
  - Maintain expectations in behavior and quality of work
  - Earth Day is April 22
  - Order supplies for next year
  - Celebrate success!!!!!

LOOKING AHEAD

- Go over schedule for SOL tests.
- May is Better Hearing and Speech Month
- May 28 - Holiday (Memorial Day)
May

The first 4 topics are top priority for EACH month:

- **Check on pacing, planning, and grading.**
  - Protégés are to come prepared to discuss lesson plans for the month and review the principal’s and county’s requirements.
  - Make sure pacing is on-target for this month.
  - Discuss assessment.
  - Use curriculum guide to prepare for the month ahead.

- **Collaborate – share ideas, instructional strategies, and units for the following month.**

- **Discuss/problem solve specific issues** (items that are specific to each protégé).

- **Discuss Classroom Management**
  - Deadlines for 4th quarter
  - Prepare for semester exams (secondary)
  - Close-down procedures
  - Teaching suggestions for post-SOL days!
  - Memorial Day (Holiday) is May 28!
    - Safari Montage
    - [www.history.com](http://www.history.com)
  - Questions and concerns
  - Celebrate success!!!!!!!!!!

**LOOKING AHEAD**

- **June 13 - Last Day of School** for Students/End of Fourth Grading Period!
- **June 14 and 15 - Planning/Records/Conference Days**
- The last day for teachers is **June 15**!
REFLECTION! REFLECTION!! REFLECTION!!!
- What was the best part of the school year?
- What was the most difficult part of the year?
- What will be done differently next year? (take notes)
- What can be done over the summer months?
- What Professional Development should be planned for the future?

Grades
- Collaboration – share ideas, units and projects for the following year
- Specific issues (items to be addressed that are specific to your protégé).

End-of-Year Checklists
- Issues specific to content
- Transitioning of students
- Packing up the room
- Graduation attendance

CELEBRATE THE SUCCESSES OF THE YEAR!!!!!!