

# Beginning Teacher Support and Assessment

## Numbers to Know

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## It's a wrap for this year's BTSA participants

First and second year teachers, with the assistance of their Site Support Providers (SSP's), are completing their year in the BTSA program. The culminating activity is the Portfolio Completion Day, during which new teachers assemble the evidence they gathered of their professional growth over the year. Due to the size of the program, participants have a choice of five different dates for the Portfolio Completion event: May 2, 7, 14, 18 or 28.

The Beginning Teachers (BT's) spent the greater part of the day organizing their observational notes, student work, lesson plans, photographs, etc., they had collected. They compared data about themselves in the fall with data from the spring. In particular, they reflected on their Individual Induction Plans (IIP's), goals they set for themselves in the winter. BT's wrote a portfolio letter describing their year, their goals, and their growth and set this in the front of their formative portfolios.

### Coming Events:

#### Toward Equity:

June 28/29, and

August 2/3, 2002

#### Portfolio Read

Day: June 12th, 9:00-4:00 at SCOE

Please JOIN US!

professional development, submission of completed portfolios, and celebration of the year of teaching and BTSA participation. Many thanks were offered to the numerous individuals who make the program work efficiently: the SSP's, the Lead SSP from each district, the Grade Alike Coordinators, the trainers, and the clerical staff of the Stanislaus County Office of Education (Artsy Ruth and Talented Teri). In all, the Portfolio Completion Day is very productive, and another very successful year ends for the BTSA program.



**Big Oak Flat SSP Ellen Jeffrey and BT James Glazier pose for a graduation photo at the Portfolio Completion Day, May 2, 2002.**

The latter part of the day was dedicated to discussion of summer opportunities for

## Portfolio Read Day Coming Your Way

### ADMINISTRATORS:

*If you have beginning teachers, please complete the short State survey available at [www.btsa.ca.gov/](http://www.btsa.ca.gov/) by the 24th of May. We need and appreciate your feedback.*

Portfolio Read Day is just around the corner, and your assistance is welcome. On June 12th, from 9:00-4:00 P.M. (we usually finish earlier), we will be reading the completed portfolios of our 280 Beginning Teachers. With this number, the more readers we have, the better the read will go. Lunch is provided for all readers (Hanna's !!), and it should be a

rather informative day, as well as fun for all. We learn from our BT's as they have learned from their first or second year as new educators. Look for an invitation in the mail. Please contact Teri at 525-5131 if you are able to assist. This is really a worthwhile experience for YOU!

***As teachers leave your school and new staff enters...***

- Protect classrooms of teachers who are leaving the site so the new teacher has supplies and decent furniture with which to begin the year.
- When making room assignments for next year, don't automatically give the least desirable rooms to newcomers.
- Keep your eyes out for new hires who are eligible for the BTSA program. They must:
  - ⇒ Have a credential
  - ⇒ Be in their first or second year of teaching.
  - ⇒ Or be credentialed out of state.
- Assign a site "buddy" to the new teacher in addition to or before the BTSA coach is assigned just so the new staff member has a buddy on staff to go to for questions or concerns.
- When making grade level assignments, place experienced staff members with more difficult classes as they have the most experience. This is especially true for combination classes.

## National Teacher of the Year visits BTSA

Guy Doud, renowned educator and national teacher of the year in 1986, visited SCOE's BTSA project and Salida School District this past February. The stories he told about his schooling experience along with the personal information about his life woven through the presentation made it an emotional day for all.

The videos he has produced, "Classroom with a Heart" and

"Molder of Dreams," revolve around teachers treating students with respect and dignity, keeping in mind the impact we have on students' lives. His personal experiences helped to shape him into the educator he is today. The day ended with a song sung by Doud, "Forever Young," as the audience left the building.



**Guy Doud, right, shares his hopes with teachers from the BTSA program and Salida USD in February.**



## New Teachers Deserve a little R-E-S-P-E-C-T

New teachers to the field of education come to schools with their eyes wide open and their heads swimming with information regarding the overwhelming task they are about to tackle. What happens when they arrive at school? They are given the worst rooms, the most duties, sometimes the most difficult students and often combination or multi-aged classes. Some are given no assistance in terms of on-site "buddies."

Thinking about what we do to new teachers as they enter this great profession, it is no wonder the attrition rate is so high. Would YOU return to a school that gave these "gifts" on you?

As administrators, we have the opportunity to create a welcoming environment for our new staff members, a place where they feel safe to ask questions and to inquire about school

and district policies and procedures.

It may take some adjustments for current staff members, but you can provide a teaching environment that is truly teacher-friendly and one to which teachers want to return. First of all, work with the entire staff in deciding what would best benefit new teachers in terms of work load, duties, assignments, etc. Next, make it school policy that new teachers will not be put in circumstances that are challenging (even for experienced staff) during their first year. They will have enough challenges daily.

While these changes may seem insignificant, they will make a huge difference in the lives of first year teachers. All staff members need to nurture our new teachers. Treating them like family will keep them home.