

# Agenda



## Collaborating to Support New Teachers

N.C. Mentor Conference

November 9, 2004

Ralph Evans, Director

Selma Allen

Barbara Harrington

The Collaborative to Support Initially Licensed Professionals

### Member LEAs

Bertie  
Camden  
Edenton/Chowan  
Gates  
Halifax  
Hertford  
Martin  
Northampton  
Perquimans  
Tyrrell  
Warren  
Washington  
Weldon

### Agenda Topics

About the Collaborative

Ralph Evans

- Brief History
- Membership

Strategic Plan

Ralph Evans

- Vision
- Mission
- Beliefs
- Goals
- Objectives
- Action Plan/Strategies

LEA Representative Perspective

Selma Allen

Major Projects

- Networking Opportunities for Member LEAs
- Spring New Teacher Conference
- “Teacher Talk” Support Coaches

Regional Representative Perspective

Barbara Harrington

Major Projects

- Support Coach Handbooks
- Mini-Work Sessions
- Training for Mentors

Major Projects

Ralph Evans

- Collaboration with Other Organizations
- Collaborative Newsletter “The Supporter”
- Collaborative Web Site
- Strategic Plan
- Presentations at LEA New Teacher Orientation

Representative Testimonials

Questions/Answers

Plus/Delta

### Connect Teams:

- (1) Bertie\_Martin; (2) Camden\_Edenton/Chowan\_Perquimans;  
(3) Gates\_Hertford; (4) Halifax\_Northampton\_Warren\_Weldon;  
(5) Tyrrell\_Washington.

# Collaborating to Support New Teachers

N.C. Mentor Conference  
November 9, 2004

Ralph Evans, Director

Selma Allen

Barbara Harrington

The Collaborative to Support Initially Licensed Professionals

## Agenda

- ✦ Welcome and Overview
- ✦ About the Collaborative
- ✦ Strategic Plan
- ✦ LEA Representative Perspective
- ✦ Regional Representative Perspective
- ✦ Major Projects
- ✦ Representative Testimonials
- ✦ Questions/Answers
- ✦ Plus/Delta

## **About the Collaborative**

- ✦ Brief History
- ✦ Membership

## **Strategic Plan**

- ✦ Vision
- ✦ Mission
- ✦ Beliefs
- ✦ Goals
- ✦ Objectives
- ✦ Action Plan/Strategies

## **LEA Representative**

- ✦ Representative Perspective
- ✦ Major Projects
  - ✦ Networking Opportunities for Member LEAs
  - ✦ Spring New Teacher Conference
  - ✦ “Teacher Talk” Support Coaches

## **Regional Representative**

- ✦ Representative Perspective
- ✦ Major Projects
  - ✦ Support Coach Handbooks
  - ✦ Mini-Work Sessions
  - ✦ Training for Mentors

## **Other Major Projects**

- ✦ Major Projects
  - ✦ Collaboration with Other Organizations
  - ✦ Collaborative Newsletter “The Supporter”
  - ✦ Collaborative Web Site
  - ✦ Strategic Plan
  - ✦ Presentations at LEA New Teacher Orientations

## **Keys to Success**

- ✦ Strong Commitment to, and Belief in, the Focus of the Group
- ✦ Willingness to Share and Network
- ✦ Certified Representatives
- ✦ Superintendent’s Support
- ✦ Strong Collaborative Leader (Director)
- ✦ Comprehensive Strategic Plan
- ✦ Knowledgeable, Caring and Enthusiastic Representatives

## Other Information

- ✦ Representative Testimonials
- ✦ Questions/Answers
- ✦ Plus/Delta

## School District Collaborative Representatives

**Bertie County** - Mrs. Constance Richardson  
252-794-3173  
richardsonc.bco@bertieschools.com

**Camden County-** Mrs. Paula Mickey  
252-335-0831 pmickey@camden.k12.nc.us

**Edenton/Chowan-** Mrs. Linda Perry  
252-482-4436 lperry@ecps.k12.nc.us

**Gates County-** Mrs. Kerri Albertson  
252-357-1113 albertsonkl@mail.gates.k12.nc.us  
Dr. Zenobia Smallwood  
smallwoodzw@mail.gates.k12.nc.us

**Halifax County-** Mrs. Selma Allen  
252-583-5111 allens@halifax.k12.nc.us

**Hertford County-** Mrs. Betty Pugh  
252-358-1761 pughb@hertford.k12.nc.us

**Martin County-** Ms. Karen Dameron  
252-792-1575 kdameron@martin.k12.nc.us

**Northampton County-** Mrs. Susie Johnson  
252-534-1371 johnsonsb@northampton.k12.nc.us

**Perquimans County-** Mrs. Brenda Dail  
252-426-5741 bdail@pcs.k12.nc.us

**Tyrrell County-** Mrs. Pearl Ogletree  
252-796-1121 pogletr@tycomail.net

**Warren County-** Mrs. Princine Jefferies  
252-257-3184 pjefferies@wcsk12.com

**Washington County-** Dr. May Wilkins  
252-793-5171 mwilkins@washingtonco.k12.nc.us

**Weldon City-** Ms. Harriett Walker  
walkerh@weldoncityschools.k12.nc.us  
252-536-4821 Mr. Kelvin Edwards  
edwardsk@weldoncityschools.k12.nc.us

## Superintendents

**Bertie County** - Mr. John F. Smith, Sr.  
**Camden County-** Dr. John Dunn  
**Edenton/Chowan-** Dr. Allan Smith  
**Gates County-** Dr. Robert Hahne  
**Halifax County-** Dr. Willie Gilchrist  
**Hertford County-** Mr. Dennis Deloatch  
**Martin County-** Dr. Thomas Daly, III  
**Northampton County-**  
Mr. James W. Pickens, Sr.  
**Perquimans County-** Dr. Kenneth Wells  
**Tyrrell County-** Mr. Nelson Smith  
**Warren County-** Dr. Ray V. Spain  
**Washington County-** Mr. Julius Walker, Jr.  
**Weldon City-** Dr. Kathi Gibson



Thank you for your support.

## The Collaborative

to Support

Initially Licensed Professionals



Ralph Evans, Director  
P.O. Box 68

Hollister, North Carolina 27844

Phone: (252) 257-4085

Fax: (252) 257-0345

Email: [ralph@necollaborative.org](mailto:ralph@necollaborative.org)

Website: [www.necollaborative.org](http://www.necollaborative.org)

Revised: 11/4/04

## Vision

The Collaborative to Support Initially Licensed Professionals strives to improve the learning experiences of our students by providing focused, consistent, ongoing support for new teachers. It is our intent to “Leave No Teacher Behind.”

## Mission

The Collaborative is dedicated to identifying and addressing the needs of newly licensed professionals.

## Beliefs

We believe that jointly we have the opportunity and responsibility to promote the critical attributes and essential components of programs that must be in place to provide quality support to ...

- New Teachers
- Lateral Entry Teachers
- Support Coaches
- Mentors
- Administrators
- Collaborative Representatives



Supporting New Teachers!

## Goals

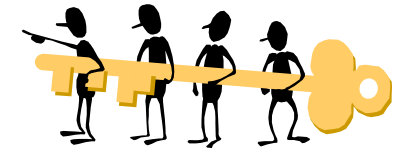
- Offer beginning teachers continuing support and professional development
- Facilitate the planning of effective induction programs for beginning teachers
- Facilitate the development of support skills of veteran teachers and administrators who work with new teachers
- Enhance communications among our stakeholders
- Monitor and evaluate our effectiveness
- Implement a marketing plan to increase awareness of the organization and its functions
- Pursue funding through grants to support and expand implementation of the strategic plan

## About the Collaborative

In April of 1992, Superintendents and Personnel Directors in northeastern North Carolina joined with other education agencies to create a comprehensive program for initially licensed personnel. During the 2004-2005 school year, 13 school systems continue that collaborative effort.

Representatives from the 13 school systems meet regularly to plan cooperative activities, to share practices that work in their respective school systems, and to discuss current initiatives from DPI and other agencies.

Our purpose is to share ideas that work and to create the environments in which beginning teachers can succeed. High student success is our underlying goal.



We hold the key to our success!

## Major Projects

- "Teacher Talk" Support Coaches who facilitate monthly beginning teacher support groups
- A spring conference held in April of each year at Atlantic Beach. During the spring conference, beginning teachers participate in two days of training and have the opportunity to become acquainted with beginning teachers from other school systems
- Training for mentors who work with new teachers
- Support Coach Handbook
- Collaboration with other organizations to provide professional growth opportunities for new teachers and those who support them
- Networking opportunities for member school districts to enhance support for new teachers
- A Collaborative web site to serve as a tool for channeling resources to new teachers and those who support them.
- A newsletter “The Supporter” highlighting Collaborative activities
- A strategic plan to serve as a blueprint for Collaborative functions
- Pursuit of additional funding through grants



---

# OBJECTIVES

## The Collaborative to Support Initially Licensed Professionals 2004-2007

---

OBJECTIVE	DESCRIPTION
01.01	By the end of the 2004-2005 school year, tools will be developed for providing support and professional development opportunities for beginning teachers.
02.01	By the end of the 2004-2005 school year, procedures will be established to guide the Collaborative in providing support for effective induction programs.
03.01	By the end of the 2004-2005 school year, tools will be developed for enhancing effective support for beginning teachers by administrators and veteran teachers..
04.01	By the end of the 2004-2005 school year, tools will be developed for enhancing effective communications among Collaborative stakeholders.
04.02	By the end of the 2004-2005 school year, procedures will be established to ensure the effective operation of the collaborative.
05.01	By the end of the 2004-2005 school year, the Collaborative will have developed a monitoring and evaluative system for activities conducted by the Collaborative.
06.01	By the end of the 2004-2005 school year the Collaborative will develop a marketing plan to increase awareness of the organization and its functions.
07.01	By the end of the 2004-2005 school year the Collaborative will implement a process for pursuing grants to support implementation of strategic plan components.

---

# STRATEGIES

## The Collaborative to Support Initially Licensed Professionals 2004-2007

---

STRATEGY	DESCRIPTION
01.01.01	To train career teachers as mentors.
01.01.02	To develop a Support Coach Handbook.
01.01.03	To provide an opportunity for selected beginning teachers to attend the annual New Teacher Spring Conference
01.01.04	To train experienced mentor teachers as support coaches.
01.01.05	To provide an opportunity for selected beginning teachers to attend the Fall Conference at East Carolina University sponsored in collaboration with the Golden Leaf Education Consortium.
02.01.01	To provide participating school systems networking opportunities to plan effective induction programs for beginning teachers with relevant preparation for the first day/first year of teaching.
02.01.02	To identify a list of the critical attributes that are essential to the design of high quality local programs that support beginning teachers.
02.01.03	To design a core program that LEA's may utilize in implementing the 10-day orientation requirement for lateral entry teachers
03.01.01	To identify a list of the critical attributes that are essential to the design of high quality local programs that support the skill development of veteran teachers and administrators.
03.01.02	To administer surveys to veteran teachers and administrators who work with new teachers to determine areas of support.
03.01.03	To develop a support skills module that provides a policy statement, guidelines and procedures for designing local programs to train veteran teachers and administrators to provide support to new teachers.
03.01.04	To collaborate with other organizations with common goals, to maximize opportunities for building support skills of veteran teachers and administrators.
03.01.05	To use a train-the-trainer model to continue upgrading the mentoring and support skills of Collaborative Representatives and Support Coaches to enable them to provide on-site expertise to their veteran teachers and administrators.

---

# STRATEGIES

## The Collaborative to Support Initially Licensed Professionals 2004-2007

---

STRATEGY	DESCRIPTION
03.01.06	To set up a veteran teachers hot-line or link so that they can chat with other veterans.
03.01.07	To periodically sponsor update training sessions for veteran teachers and administrators (I.e., Saturday Drive-In Workshops, Sessions at New Teacher Conference)
04.01.01	To conduct monthly meetings of the LEA Representatives.
04.01.02	To utilize Connect Teams to assist partner LEAs in staying abreast of Collaborative functions.
04.01.03	To utilize email to enhance internal and external communications.
04.01.04	To enhance the Collaborative web site by providing additional communication links for stakeholders.
04.01.05	To share successful practices between member LEAs.
04.01.06	To publish a periodic newsletter highlighting Collaborative activities.
04.01.07	To provide orientation sessions for special groups sponsored by the Collaborative (i.e., Support Coaches)
04.01.08	To have the Director visit each member LEA at least once during the school year.
04.01.09	To have the Director to attend meetings of other relevant groups or organizations, such as: Northeast Personnel Administrators of North Carolina.
04.02.01	To develop a strategic plan to serve as a blueprint for Collaborative functions.
04.02.02	To develop a handbook for LEA Representatives.
04.02.03	To develop a New Teacher Orientation (Induction) Handbook for member LEAs.
05.01.01	To evaluate meetings using a plus/delta process.
05.01.02	To create tools and/or procedures to effectively evaluate the implementation of each component of this comprehensive strategic plan.

---

# STRATEGIES

## The Collaborative to Support Initially Licensed Professionals 2004-2007

---

STRATEGY	DESCRIPTION
05.01.03	To create rubrics, feedback responses, reflection forms, etc.
05.01.04	To identify a target group of ILTs in each LEA in the Collaborative and follow the target groups professional development -- focus interviews, telephone interviews, etc.
06.01.01	To create a marketing Brochure.
06.01.02	To create a marketing CD.
06.01.03	To utilize mailing lists of key persons to publicize Collaborative functions. <ul style="list-style-type: none"><li>- Superintendents</li><li>- Personnel Directors</li><li>- State Superintendent</li><li>- State Board Chair</li><li>- Other DPI persons in related areas</li><li>- RALC Coordinator</li><li>- Board Members</li></ul>
06.01.04	To conduct meetings with member LEA Superintendents.
06.01.05	To create a template for press releases (to encourage better press coverage).
06.01.06	To establish partnerships with local businesses.
07.01.01	To develop a structure for pursuing grants.
07.01.02	To prepare an instrument to prepare the Collaborative to be ready to apply for grants on a short notice.
07.01.03	To apply for at least two grants during the school year.

# The Supporter

Volume 3, Issue 1

October 2004

## Special Points of Interest

- October 6, — Grant Writing Committee Meeting in Williamston
- October 8, — Collaborative Meeting in Weldon
- November 1, 15, 22 — Mentor Training in Jackson
- November 9, — Collaborative presentation at the N.C. Mentor Conference in Charlotte
- November 12, — Collaborative Meeting in Warrenton
- November 12, — Grant Writing Committee Meeting in Warrenton

## Collaborative Takes Off for 13th Year!

The Collaborative to Support Initially Licensed Professionals took off for its **thirteenth year** as member school districts conducted new teacher orientation programs.

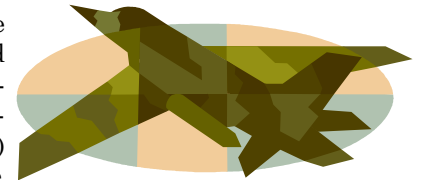
Thirteen must be a lucky number. The Collaborative, with 13 members, held its first monthly meeting of its 13th year at the Halifax County Schools Technology Center on Friday, August 13, 2004.

Topics for discussion included: (1) update of Collaborative Calendar; (2) support coach orientation;

(3) Spring Conference dates for 2005 and 2006; (4) web site updates; (5) comprehensive strategic plan; (6) Mentor Conference presentation; and, (7) evaluation of the Director for the 2003-2004 school year.

LEA Representatives discussed ideas for technology sessions for the current year. They also decided to spend a portion of each monthly meeting sharing best practices to support new teachers in their LEAs.

A new goal was added to



Taking Off for the New School Year

the strategic plan for 2004-2007: Pursue grant funding to expand the services provided by the Collaborative. Strategies were updated and priorities for the year were established.

The next two Collaborative meetings will be held September 10, in Gates County and October 8, in Weldon.

## Member LEAs

- Bertie County Schools*
- Camden County Schools*
- Edenton/Chowan Schools*
- Gates County Schools*
- Halifax County Schools*
- Hertford County Schools*
- Martin County Schools*
- Northampton County Schools*
- Perquimans County Schools*
- Tyrrell County Schools*
- Warren County Schools*
- Washington County Schools*
- Weldon City Schools*

## Camden Newest Member

Camden County Schools became the 13th member of the Collaborative beginning with the 2004-05 school year. Camden will

be represented by Paula Mickey and Amy Steinert. We welcome Camden into the Collaborative family.

## Support Coach Orientation

The Collaborative sponsored its orientation sessions for Teacher Talk Group Support Coaches at Ryan's in Roanoke Rapids on August 12, and at Cobb's Restaurant in Williamston on August 13. The program included the following: (1)

Overview of the Collaborative; (2) web site update; (3) overview of Support Coach responsibilities and benefits; (4) Support Coach Handbook; and (5) an opportunity to network and share ideas among Coaches.

## New Reps

In addition to Paula Mickey and Amy Steinert from Camden County, the Collaborative has two new representatives for the 2004-05 school year.

Joining us from Gates County is Kerri Albertson who will be filling in for Dr. Zenobia Smallwood who has been promoted to Assistant Superintendent.

Weldon's new representative is Harriett Walker who will be filling in for Kelvin Edwards.

We look forward working with the new members of our family.

## THE COLLABORATIVE

to Support Initially Licensed Professionals

Ralph Evans, Director  
P O Box 68  
Hollister, NC 27844

Phone: (252) 257-4085  
Fax: (252) 257-0345  
Email: [ralph@necollaborative.org](mailto:ralph@necollaborative.org)

### Supporting New Teachers



*We're On the Web!*  
[www.necollaborative.org](http://www.necollaborative.org)

In April of 1992, Superintendents and Personnel Directors in north-eastern North Carolina joined with other education agencies to create a comprehensive program for initially licensed personnel. During the 2004-2005 school year, 13 school systems continue that collaborative effort.

Representatives from the 13 school systems meet regularly to plan cooperative activities, to share practices that work in their respective school systems, and to discuss current initiatives from DPI and other agencies.

A major project for the collaborative is providing "Teacher Talk" Support Coaches who facilitate monthly beginning teacher support groups. A spring conference is held in April of each year at Atlantic Beach. During the spring conference, beginning teachers participate in two days of training and have the opportunity to become acquainted with beginning teachers from other school systems.

We, as a collaboration of school systems, will work together to enhance existing induction programs for all beginning teachers. We believe that comprehensive support and ongoing professional development will increase teacher effectiveness, thereby impacting positively on student performance, which will result in greater professional satisfaction.

Our purpose is to share ideas that work and to create the environments in which beginning teachers can succeed. **High student success is our underlying goal.**

## A Special Thank You To Our Superintendents

A special "Thank You" goes out to the Superintendents of our Collaborative school districts. When the initial funding for the Collaborative ceased to exist, our Superintendents recognized the value of the Collaborative and made it possible for the organization to continue through LEA funding sources.

Now, with the State budget dilemma, it becomes even more crucial that we continue this collaborative effort. Not only is there strength in numbers, there is also the opportunity for effective use of resources when each member of the organization does not have to perform all the support efforts individually.



Thank you for your support.

To the Superintendents of our Collaborative LEAs for the 2003-2004 school year, we thank you for your continued support of our joint efforts. To our 2004-2005 Superintendents, we hope that you will continue to provide that support for the benefit of our students.

Ralph Evans, Director of the Collaborative, would like to thank the Collaborative Superintendents for allowing each LEA representative to participate in this effort. We have a really great group of professionals conducting the business of the Collaborative.

Mr. Evans also expresses his appreciation for allowing him to serve as your director.

### Our Superintendents 2004-2005

<b>Bertie</b>	Mr. John F. Smith, Sr
<b>Camden</b>	Dr. John Dunn
<b>Edenton/ Chowan</b>	Dr. Allan Smith
<b>Gates</b>	Dr. Robert Hahne
<b>Halifax</b>	Dr. Willie Gilchrist
<b>Hertford</b>	Mr. Dennis Deloatch
<b>Martin</b>	Dr. Thomas Daly, III
<b>Northampton</b>	Mr. James W. Pickens, Sr
<b>Perquimans</b>	Dr. Kenneth Wells
<b>Tyrrell</b>	Mr. Nelson Smith
<b>Warren</b>	Dr. Ray V. Spain
<b>Washington</b>	Mr. Julius Walker, Jr.
<b>Weldon</b>	Dr. Kathi Gibson

http://www.necollaborative.org/ - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Home Search Favorites Media Print Mail News RSS

Address http://www.necollaborative.org/ Go Links

Click the triangle to find out how to navigate the website.

Home  
Welcome  
About the Collaborative  
Special Events  
Related Links

Halifax 3  
Hertford 6  
Martin 13  
Northampton 5  
Perquimans 8  
Gates 7  
Edenton-Chowan 9  
Camden 1  
Bertie 12  
Tyrrell 10  
Warren 2  
Washington 11  
Weldon 4

The Collaborative  
Supporting New Teachers

FC 6431  
FastCounter by bCentral

[Home] [Welcome] [About the Collaborative] [Special Events] [Related Links] [Director] [Webmaster]

Done Internet

Related Links - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Home Search Favorites Media Print Mail News RSS

Address http://www.necollaborative.org/relatedlinks.html Go Links

Home  
Welcome  
About the Collaborative  
Special Events  
Related Links

## Related Links

**Resources**

- [NC Department of Public Instruction](#)
- [Mentoring and Orientation \(DPI\)](#)
- [Northeast PANC](#)
- [LEARN North Carolina](#)
- [LEARN NC New Teacher Support](#)
- [ECU: Alternative Licensure](#)
- [Coach2Coach Training Modules](#)
- [Free Federal Resources for Excellence in Education](#)
- [Abbey Askew's Web Site References from Spring Conference](#)
- [Collaborative Forum](#)
- [Newsletters](#)

**On-Line Forms**

- [LEA Representative Page](#)
- [Support Coach Page](#)
- [Mentor Page](#)
- [ILT Page](#)
- [Spring Conference](#)
- [Support Coach Handbook Committee Page](#)
- [ILT Database Survey](#)
- [IGP Form](#)
- [Mentor/New Teacher Log](#)
- [TPAI-R for Beginning Teachers](#)
- [FODA | FODA with Ratings](#)
- [FODI](#)

**NEW** [Action Plan Review 2003-04](#) **NEW** [Proposed Strategic Plan 2004-07](#)

Done Internet

# Collaborating to Support New Teachers

## Presentation Feedback

N.C. Mentor Conference

Charlotte, N. C.

November 9, 2004

### Comprehensive Strategic Plan Reference

**Goal 05:** The Collaborative will monitor and evaluate its effectiveness.

**Objective 05.01:** By the end of the 2002-2003 school year, the Collaborative will have developed a monitoring and evaluative system for activities conducted by the Collaborative.

**Strategy 05.01.01:** To evaluate meetings using a plus/delta process

Plus	Delta
<b>Comments:</b>	