

**CONTENT
LEADER**

**MENTOR
TEACHER**

Content Leaders & Mentor Teachers: Policy Updates and Assessments

January 2019

Objectives

Participants will:

- Understand recent policy changes related to the mentor teacher and content leader role.
- Review timelines for meeting policy requirements.
- Understand assessments required for each ancillary certificate.

Agenda

- Vision & Background
- Policy Updates
- Training and Assessments
- Q & A

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Vision & Background

Develop Local Talent



Goals

1. Grow the local leadership pipeline for schools and districts by developing talented teachers within the system
2. Create a cadre of talented educators who have the knowledge and skills to coach and support other teachers within their schools and districts

Leadership Roles

Mentor Teachers

- Host an undergraduate resident and co-teach with that resident for the full school year.
- Mentor post-baccalaureate residents who are teaching while earning their initial license or mentor experienced teachers in need of support.
 - Provide one-on-one coaching
 - Review instructional materials and student work
 - Lead frequent observation/feedback cycles



Content Leaders

Provide content- and curriculum-specific professional development to teachers in their school and school system using turnkey session materials

- Lead professional learning communities in schools
- Lead sessions at school and school system professional development days



Policy Updates

Policy Update

In the fall of 2017, the LDE launched a statewide training initiative to develop a cadre of Mentor Teachers and Content Leaders. Both Mentor Teachers and Content Leaders attend in-person trainings and receive access to turnkey training materials that build content knowledge and strengthen the ability to support adult learners.

In October 2018, [BESE approved regulations to establish mentor teacher and content leader credentials](#) in the form of an ancillary certificate. Additionally, BESE approved regulations that will enable mentor teacher or content leader training, experience, and credentialing to contribute to a school leader license. These shifts honor the hard work and expertise of those serving as trained mentors or content leaders.

Policy Update: Timeline

Spring 2019:

- **Department begins to issue Content Leader and Mentor Teacher ancillary certificates** to individuals who have successfully completed a state-approved Content Leader or Mentor Teacher training program, including state-led training, and have a passing score on the Louisiana Content Leader or Mentor Teacher Assessment Series

September 1, 2020:

- **Mentor Teacher ancillary certificate required** for individuals who serve as a mentor of undergraduate or post-baccalaureate teacher residents

September 1, 2023:

- **Supervisor of Student Teaching certificate replaced** by Mentor Teacher ancillary certificate

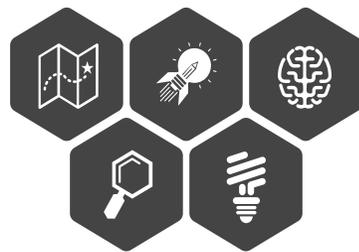
What is the Ancillary Certificate?

Mentor Teachers and Content Leaders who attend all of the trainings **and** successfully complete the assessment series indicating that they have the knowledge and skills to support other teachers will be eligible for an ancillary certificate from the Louisiana Department of Education.

This certification designates that you have successfully completed a state- approved training and assessment, and have the skills and knowledge needed to effectively serve in a mentor teacher or content leader role.



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Trainings & Assessments

Content Leader Training

Content Leaders will have the knowledge, skills, and concrete resources to provide high-quality professional development to new and current teachers in their district.

To accomplish this, Content Leaders have received:

- Nine (9) days of free, high-quality, content-rich and curriculum-specific trainings
 - deep knowledge of ELA or math **content** and **content pedagogy**,
 - the knowledge and skills they need to effectively **use and help others use the ELA Guidebooks 2.0 or Eureka Mathematics curriculum**, and
 - **best practices for facilitating high-quality learning experiences** for fellow educators.
- Free access to and training on six (6), turn-key ELA (grades 3-10) or math (grades K-9) content modules to use to train fellow educators (36 hours total)

Mentor Teacher Training

Mentor Teachers attend nine days of in-person trainings that prepare them to:

- **Build strong relationships** with new/resident teachers
- **Identify and prioritize the needs** of new/resident teachers based on [teacher preparation competencies](#)
- **Provide targeted resources and coaching** to new/resident teachers to develop skills and improve practice
- **Track resident/new teachers' progress** and facilitate their self-reflection and improvement

To accomplish this, the trainings equip Mentor Teachers with:

- Knowledge of **content** and **content pedagogy**
- Knowledge of the [new teacher competencies](#) and **adult learning theory**
- **Skills to effectively coach and mentor** new and resident teachers

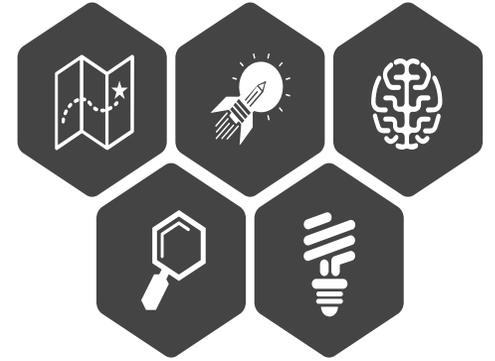
Why Complete Assessments?

1. **Ancillary Certificates:** By completing distinction you will be eligible for an ancillary certificate on your license. This certificate is a formal acknowledgment of the additional leadership and expertise you bring to the table and a recognition of your readiness to perform as a Mentor Teacher or Content Leader.
2. **Ability to Mentor Residents:** Beginning September 2020, Mentor Teacher certification will be required for teachers who mentor undergraduate or post-baccalaureate residents. Mentors who support undergraduate year-long residents receive a \$1,000 stipend.
3. **Stepping Stone to EDL1:** The certificate you earn as a Mentor Teacher or Content Leader can contribute to the requirements for the Educational Leader 1 license (EDL 1)

Certification Pathway

Your pathway to earning Content Leader or Mentor Teacher Certification

1. Attend Content Leader or Mentor teacher training to gain the knowledge and skills needed for these roles.
2. Review the requirements as you begin to plan how you will implement what you've learned in your trainings in the classroom. Collaborate with your peers as you go.



3. Implement in your classroom & get feedback. Be sure to document what you did according to the requirements you reviewed in Step 2.
4. Prepare your evidence demonstrating the competency, checking you've met the criteria and submit your work!

Example

Demonstrating Math Content Knowledge

The educator connects deep mathematical content knowledge and understanding of the Louisiana Student Standards for Mathematics (LSSM) to the planning and implementation of a Tier 1 math curriculum. Within a Tier 1 math curriculum, the educator applies their knowledge of the key shifts in the mathematics standards -- focus, coherence, and rigor -- in order to engage in purposeful, collaborative planning and implement the curriculum with fidelity in the classroom.

- **ANALYZE** a selected lesson from a Tier 1 math curriculum to demonstrate your knowledge of the Key Shifts in Mathematics
- **DEVELOP** a purposeful plan for facilitating the selected lesson
- **IMPLEMENT** the lesson that you planned
- **EVALUATE** the implementation of your lesson with reflections

Best Practices for Completing Assessments

- **Read the entire assessment** before getting started to understand the scope
 - Understand the submission requirements
 - Deconstruct the rubrics
- **Backwards plan** to determine when you will collect evidence
 - Set goals with a colleague and mark them on your calendar
- Consider which **resources** are best for you
- **Collaborate** with your peers in BloomBoard Discussion or in person, if possible
- Seek **formative feedback** on your evidence before submitting
- Do not let perfection or fear keep you from submitting--you can **resubmit** if you do not earn on your first try!

Begin Working on Your Assessments

By August 1, 2018 all participating Year 1 and Year 2 educators had access to BloomBoard, the platform that hosts the distinction assessments.

Accessing the Assessments:

1. Sign in to BloomBoard at my.bloomboard.com
2. Enter your login credentials

If you've never signed in before or don't remember your password, click [**Forgot Password**].

Still having trouble? Contact BloomBoard Support at support@bloomboard.com

Questions

Topic	Contact
Technical Questions about BloomBoard	support@bloomboard.com
General Questions - Mentor Teachers	BelieveandPrepare@la.gov
General Questions - Content Leaders	LouisianaTeacherLeaders@la.gov