Mentor Coaching Model

Objectives

- Participants will understand CATRs approach to training and evaluation over the course of the year long residency
- Participants will understand how CATR supports mentors in using data to inform our approach to teacher development and program planning.

Collegiate Academies Teacher Residency: An Overview

Teacher Observation & Student Data Analysis

Summer Skills Camp
- Week-long, intensive training, five weeks before students arrive.
- Focus on relationship building, core teaching skills, and overall mindsets on kids and teaching.

Coaching
- Every week: 1 Lesson plan review, Daily observation, and Two debrief or analysis meetings with a 1:1 coach
- Focus on bite-sized action steps and ample practice time

Real-Time Feedback
- In-the-moment non-verbal cues from the back of the classroom to target classroom management.
- As teachers' development progresses, cues become more academic.

PD Workshops
- PD sessions twice a week after school.
- Objectives focus on impacting classroom practice the following day.

Authentic Group Practice
- Role-playing in small-group settings to practice classroom management, introductions to new material, and other classroom techniques.
- Teachers rate each other on clarity and engagement.

Building a Cohort
- Intentionality behind cultivating a strong team culture.
- Norms around vulnerability and collaboration to create a supportive environment.

ACE: The Assessment of Classroom Effectiveness

Classroom Observations
- Research shows classroom observations are valid predictors of teacher effectiveness.
- You will be observed formally at least 4 times, with your performance rated according to the CA rubric

Principal Ratings
- Principals will rate your performance relative to other new teachers they have worked with throughout their careers.

Student Surveys
- The survey uses research-tested questions predictive of teacher effectiveness.
- Teachers working in moderate-to-severe special education settings will not administer student surveys.

Student Achievement Data
- The best measure of a teacher's effectiveness is the academic growth of their students.
- Where available, we will incorporate data from state-produced "value add" reports to analyze your actual impact on student learning over the course of the school year.

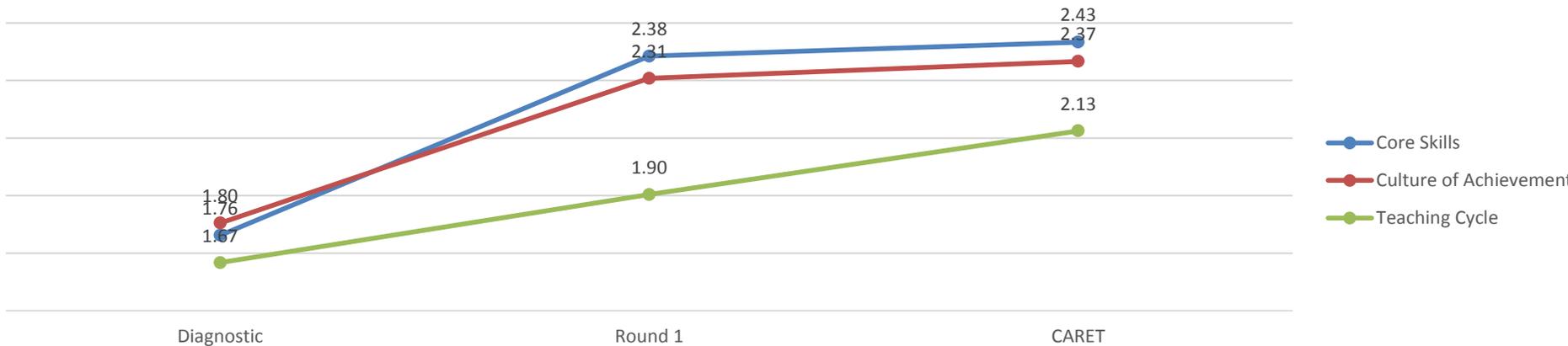# Quarterly Data Meetings

State of CATR II

What We're Up To

1. Quick mindsets
2. Data Analysis
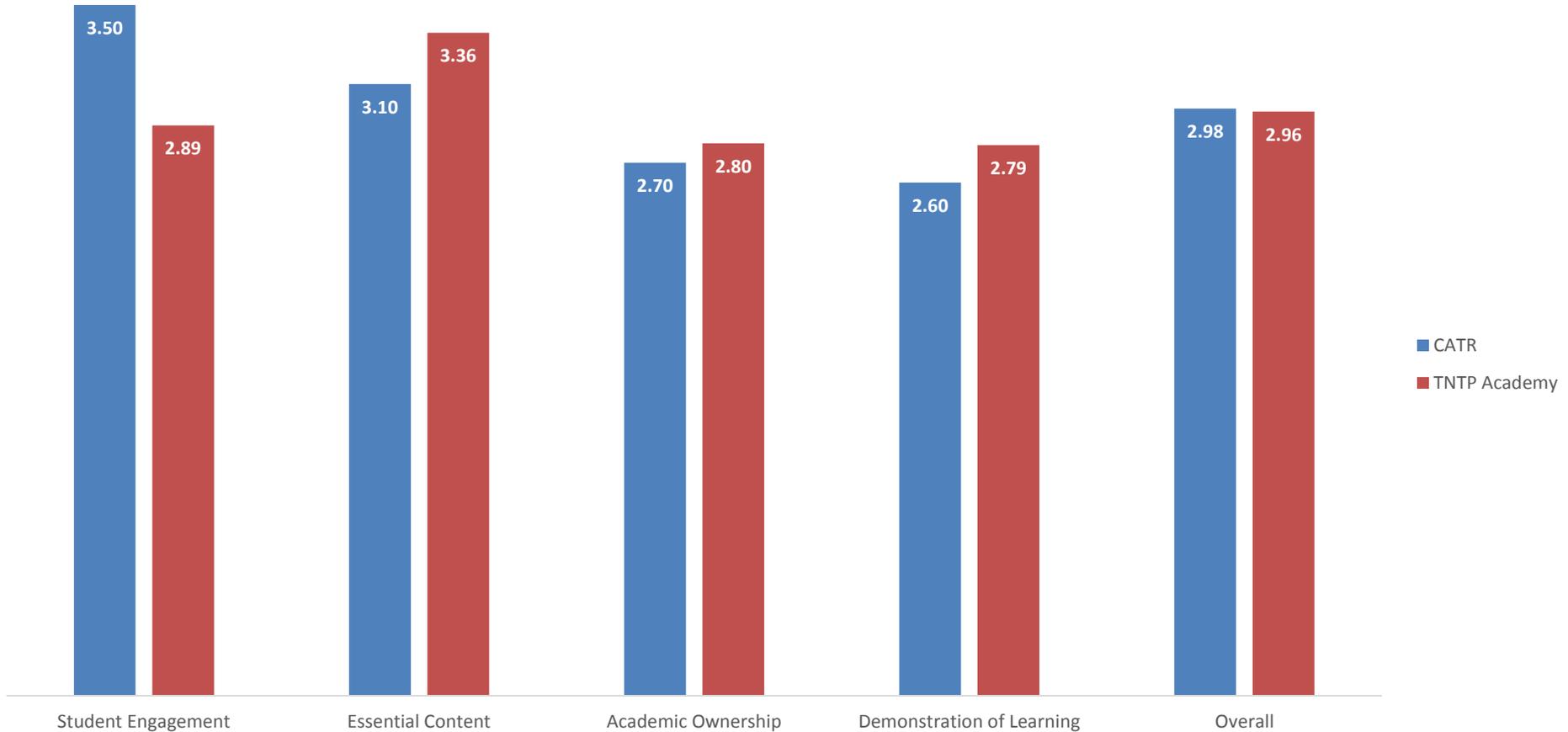3. Action Planning

Teacher Observation Data

Competency Group Averages For Each Observation

TNTP Academy vs. CATR comparisons

CATR and TNTP Academy - CARET / Round 2

	CATR	TNTP Academy
Student Engagement	3.50	2.89
Essential Content	3.10	3.36
Academic Ownership	2.70	2.80
Demonstration of Learning	2.60	2.79
Overall	2.98	2.96

Student Achievement Data

Dpt ▾	Cours ▾	IA 1 ▾	IA 2 ▾	Cmp ▾	IA 2 Goal ▾	IA 2 Actual ▾	Notes
English	Speech 1	41	38	42Mills	65% @ 45+	42% @ 45+	Argumentative Essay (MC avg w
Math	Pre-Calc	44	39	60Fisher	70% G, 25% E	8 % G+, 4% E	Test mostly on unit circle61%, 83
Math	Alg 2	33	34	42Sorger	70% G, 25% E		Cumulative testSome question br
Math	Pre-Calc	53	42	60Fisher	70% G, 25% E		Test mostly on unit circleMissing
Math	Alg 2	42	?	42Sorger	70% G, 25% E		Missing
Math	Geo	37	29	3Ravin 13	70% G, 25% E	6% G, 0% E	Cumulative exam18% Fair+, 4 kid
Math	Alg 1	49	54	60Stoudt	70% G, 25% E	34% G+, 20% E	Cumulative Exam68% at Fair+Kid
Science	Bio	47	45	54Ifshin	70% G, 25% E	33% G+, 1% E	Cumulative Exam31% @ 60+, hig
Math	Geo	45	44	3Ravin 13	70% G, 25% E	19% G+, 4% E	Cumulative Exam (proofs include
Math	Alg Ess	33	51	x	70% G, 25% E	23% G+, 15% E	Mostly on fractions, unit rate; 7 o

Action Planning

Action Planning

What would it take to accomplish the following by IA3:

- No CATR with a single 1 on the CARET
- **Culture of Academics**: Avg of 8.3
- **Teaching Cycle**: Avg of 10.5
- All CATRs will shrink points from goal (IA2 vs IA3) by 50%
- (Any EOC CATRs within 5% of Pacesetter)

Teacher actions? Coach actions?
What should we do differently?

So…What Happened?

Growth from Round 1 to Round 4, by Competency Groupings

- Core Skills: .44
- Culture of Achievement: .42
- Teaching Cycle: .71
- Overall: .54
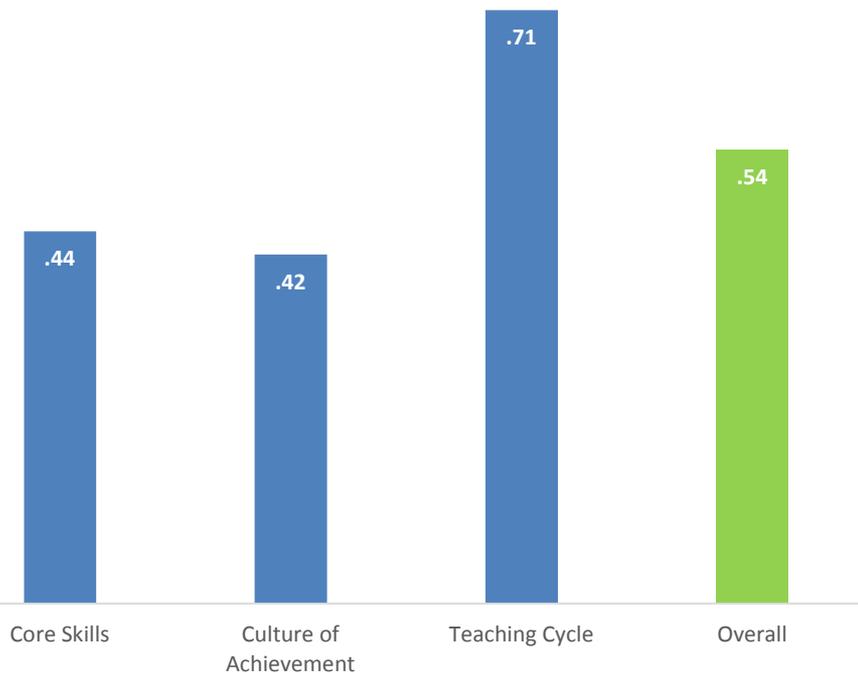
CATR teachers outperformed their Academy peers in growth over the course of the year using the TNTP framework.

- CATR: 0.77
- TNTP Academy - High School: 0.65
- TNTP Academy - All: 0.68
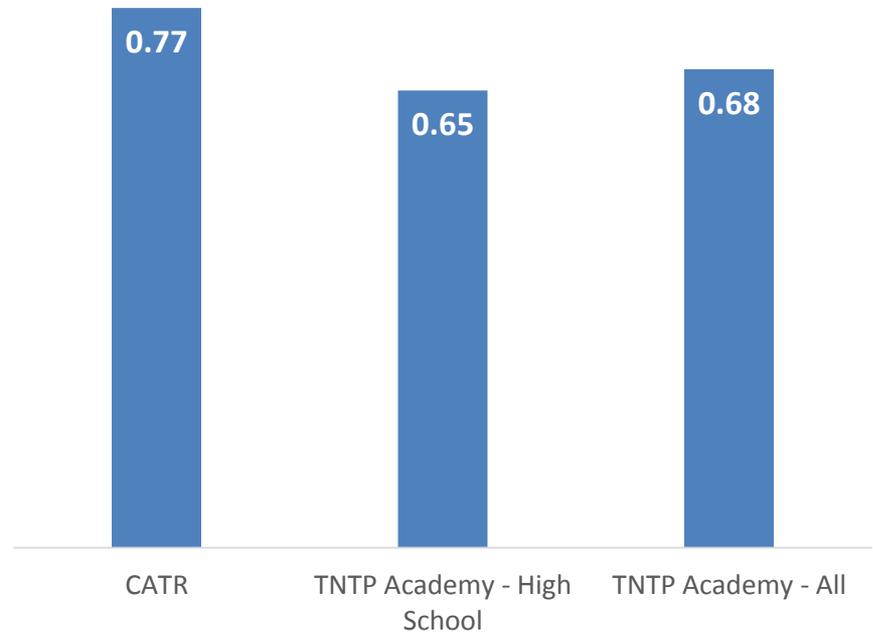
Q&A

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