

# The Current Status of Beginning Music Teacher Mentoring and Induction Programs Across the US



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# Methodology

## ▷ Sources of Information

- State MEA websites
- State DOE and BOE websites
- State specific teacher induction/mentoring websites
- [www.NewTeacherCenter.org](http://www.NewTeacherCenter.org)
  - 2012 Policy Paper: *Review of State Policies on Teacher Induction*

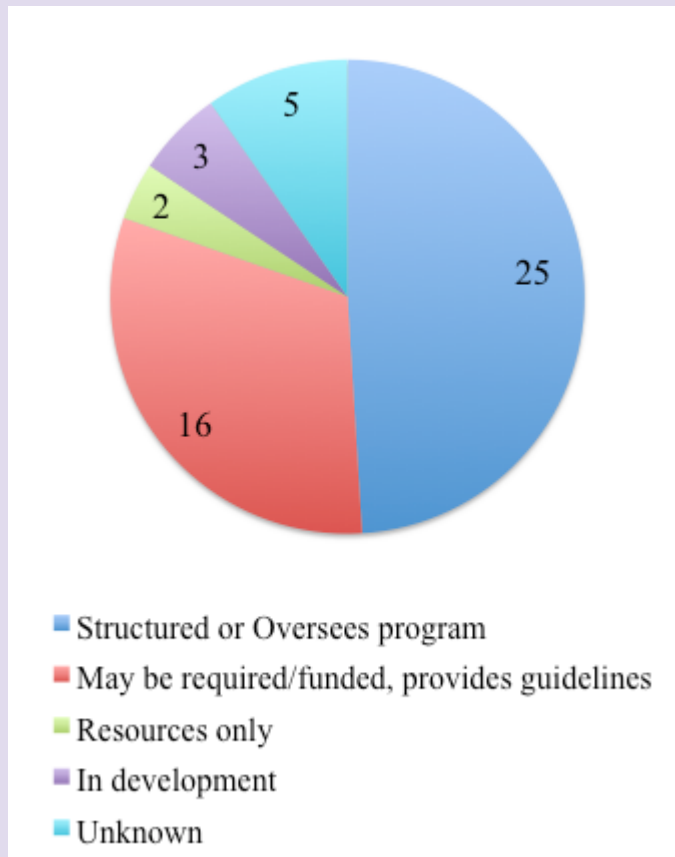
▷ Data management: shared Google form

▷ Data validation: team data review, multiple data sources

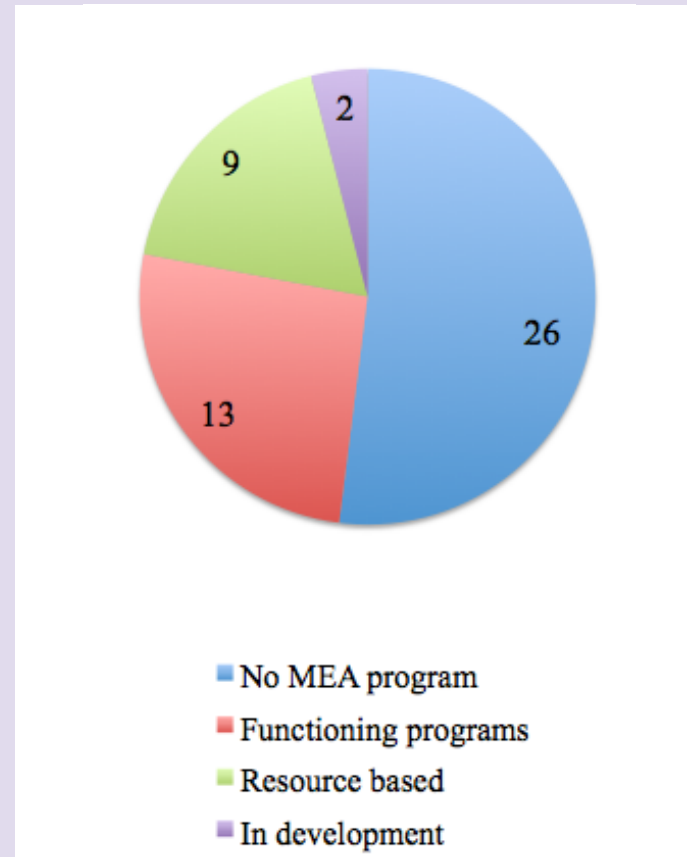
▷ Google Hangouts for planning and discussion

# DOE/MEA Involvement in Mentorship Programs

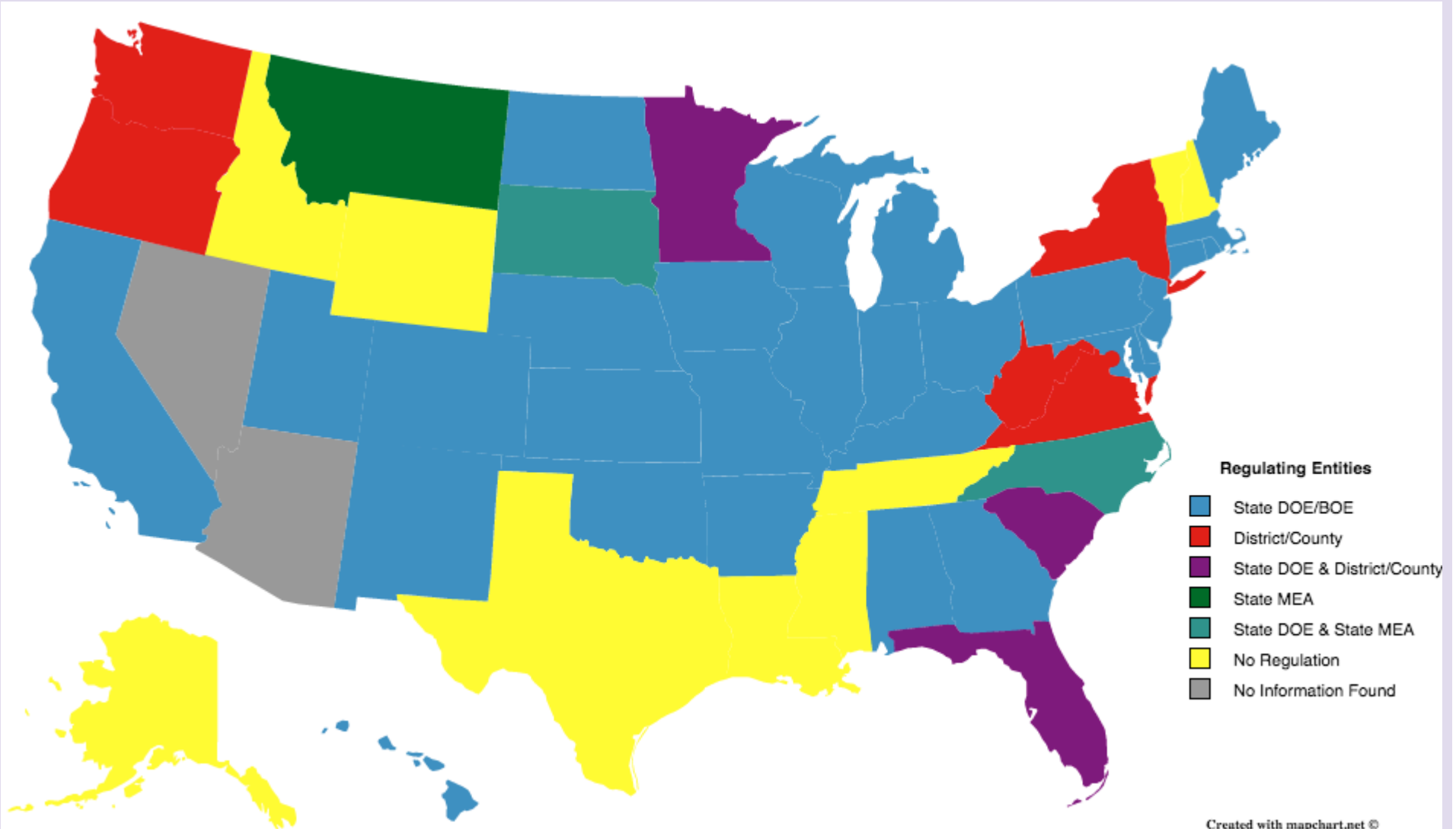
## State DOE Involvement



## State MEA involvement



# Regulating Entities



# NCMEA First Year Experience

- ▷ Participate in new mentor retreat
- ▷ At least two personal visits
- ▷ At least six telephone visits
- ▷ 1 needs survey
- ▷ 1 program evaluation survey

## **Recent Graduates From NC Teacher Preparation Programs Say:**

“I never got an NCMEA mentor, but my principal has always assigned me one. I didn’t even know there was a pre-conference retreat.”

“No, I was not assigned a mentor by NCMEA. Yes, I was assigned one by my principal. I did not attend the first year educators’ pre-conference retreat, but if it was during school days, that’s why. I had already asked off too much time for conferences (National NAFME and NCMEA). I can’t remember if I was contact about it but I kinda sorta vaguely remember seeing something about it in an NCMEA e-mail newsletter maybe?”

# State *Requirements* for New Teacher Mentoring Programs

## Yes ( $n = 36, 70.59\%$ )

Many variations

- ▷ Generally 1–3 years duration
- ▷ Assigned mentor teacher and administrator
- ▷ Often required to receive full/extended licensure/credentials

*Oklahoma*

- ▷ Required for 2015-16 year
- ▷ Most recent program was started and abolished due to funding.

## No ( $n = 12, 23.53\%$ )

*Nebraska*

- ▷ Program exists, but through application process
- ▷ Preference given to new teachers in "high needs" districts

*Montana*

- ▷ "Recommended" through *Office of Public Instruction*

*West Virginia*

- ▷ Recommended
- ▷ County plans for programs are reviewed annually

# MEA *Requirements* for New Teacher Mentoring Programs

- ▷ **No** requirements found to participate in a *music* teacher focused mentoring program
- ▷ Most included “voluntary” registration or participation

## *Illinois*

- ▷ Apparent, close communication with Illinois State Board of Education

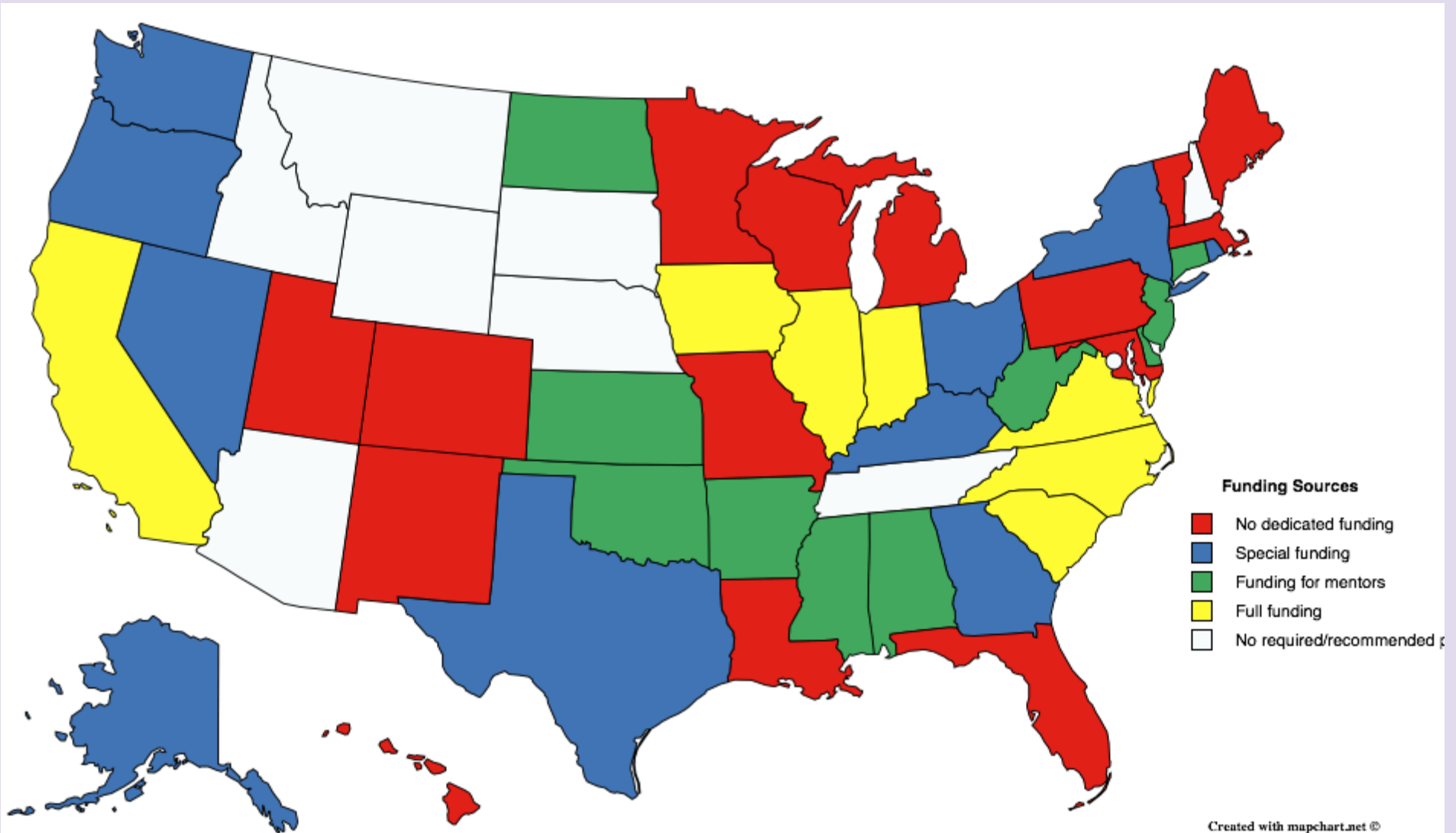
## *Kansas*

- ▷ Very “welcoming” website (video)
- ▷ Mentors assigned by MEA district
- ▷ Events at annual PD conference

## *Missouri*

- ▷ Hosts a special 2-day conference for first year teachers in October

# Funding Sources for New Teacher Mentoring Programs





# Funding Broken Down

## Exceptions

- ▷ In fully funded states like *Iowa*, *North Carolina*, and *Illinois*, funds were allocated only when available even though the law may have required funding.
- ▷ In states with special funding, monies were available through grants like Race to the Top in *Rhode Island* and *Georgia*, or competitive grants in states like *New York* and *Oregon*, where funds would not be available to all districts.
- ▷ Funding in states that support mentor stipends is also dependent on availability. In fact, in *New Jersey*, it is suggested that if there are no state or district funds available, the mentees themselves should cover the cost of required mentoring.
- ▷ Although mentoring is not required in *Texas*, *Oregon*, or *Alaska*, there is grant money available for a limited number of applicants.

## Stats

Out of 70.59% of states requiring mentoring for new teachers....

- ▷ 19.44% of those states fully fund these programs
- ▷ 16.67% provide special funding
- ▷ 27.78% provide funding only for mentor stipends
- ▷ 38.89% provide no funding at all

# Mentor Training

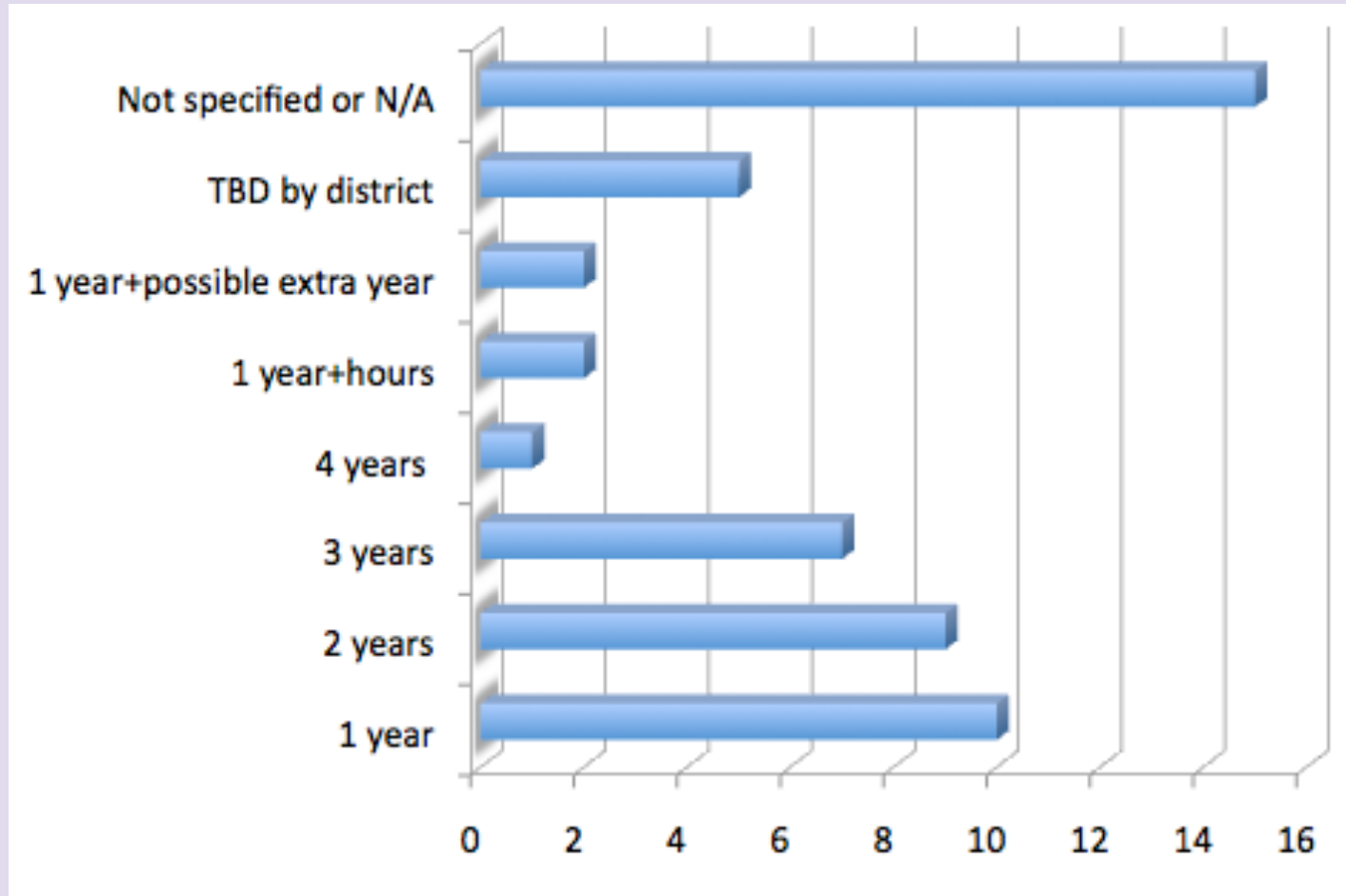
- ▷ **Mentor training is mandated by DOE in 27 States**
- ▷ **Type of Training required varies:**
  - 1-3 years
  - Required documentation of completed training
  - Required years of experience in teaching
- ▷ **Training at District level was found in 12 states.**
- ▷ State guidelines may be used as model
- ▷ Requirements for Mentor vary.
  - Formal application procedure
  - Minimum of being a tenured or retired teacher

**There are 12 states where available mentor training was unclear or not found.**

# Guidelines for Implementation

- ▶ Of those with guidelines:
  - State establishes the program = 18
  - State establishes guidelines for induction program design; actual program designed by districts = 18
  - Mentoring and induction programs separated in some instances
  - Danielson Model guides 2 state/district induction programs; only specific model mentioned
  
- ▶ *8 out 51 do not have guidelines (or not found)*

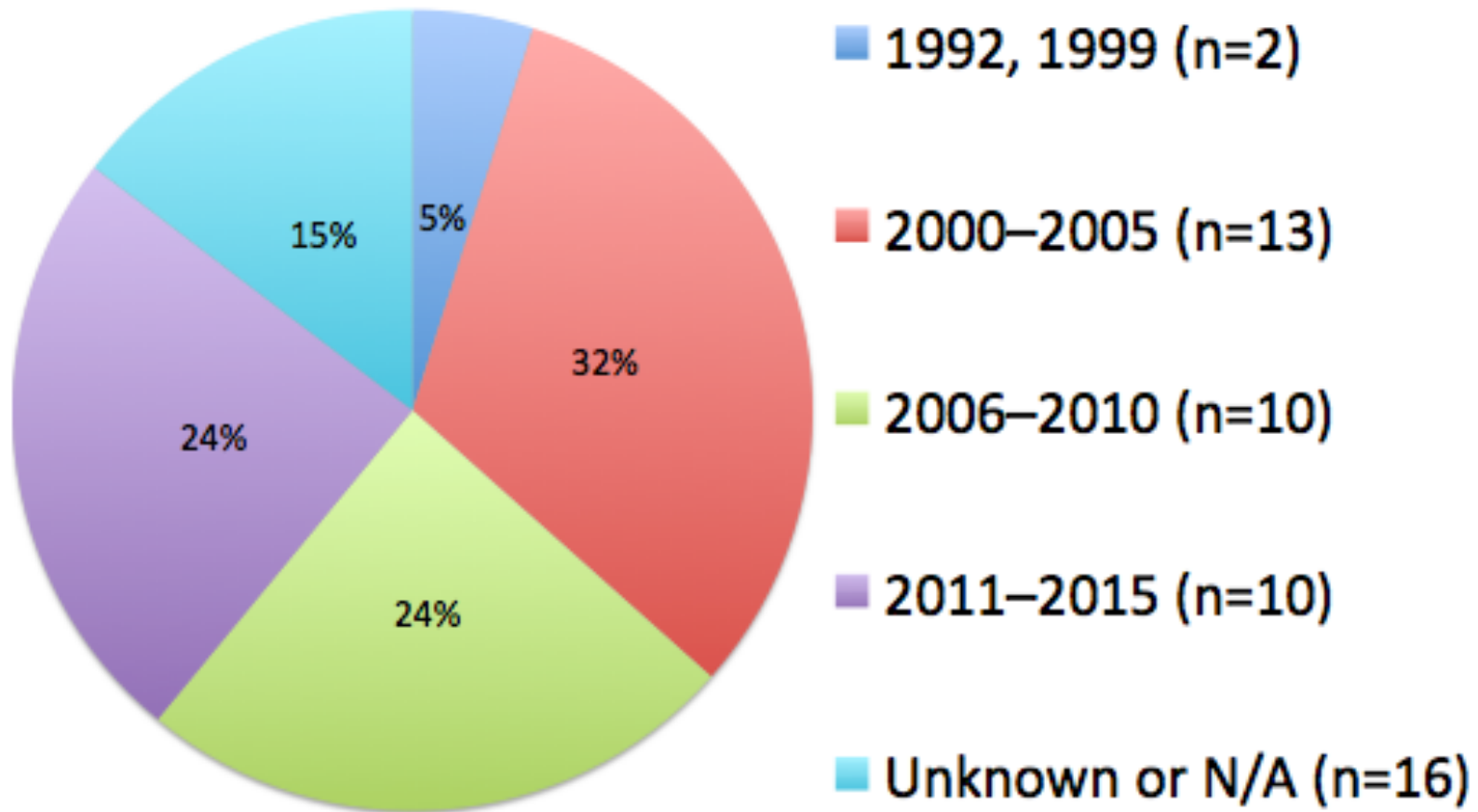
# Program Length



1 year + possible extra year for urban (Rhode Island) and “high needs” districts (South Dakota)

1 year + 30 online training hours (North Dakota) and 50 training hours (Massachusetts)

# Age of Programs



# Insight from Attendees

- ▷ Is this reality?
- ▷ Can you fill in the gaps?
- ▷ Why the recent surge in mentor programs?
- ▷ What role might MEAs or NAFME play in prioritizing mentoring/induction programs?

What's Next?

