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**2021-2022 - Mentor Teacher and Content Leader:
Trainings and Policy**
November 6, 2020

SUPER APP

DEPARTMENT of EDUCATION

Super App Timeline

Date	Item
November 6, 2020	Super App and school system planning resources released
February 5, 2021	Super App submitted to LDOE
March 2021	LDOE provides feedback to school systems on alignment to CIR/UIR-Academics approval and funding requirements
	School systems submit revised Super App to LDOE, as applicable
April 20, 2021	Competitive funding allocations submitted to BESE for approval

Super App Launch Materials

All 2021-2022 Super App and school system planning materials can be found in the Department's [School Improvement Library](#).

To access the presentation recordings, please click on the image below.
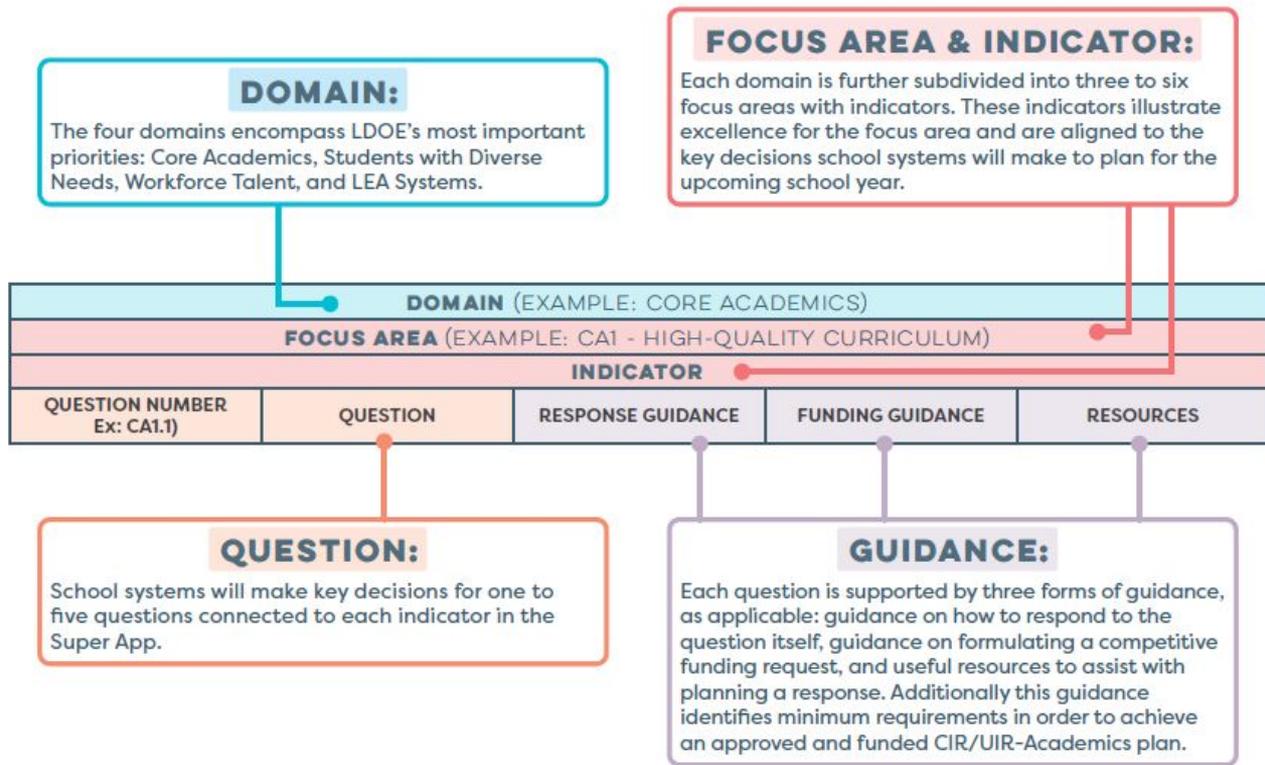
Objectives

School system planning teams will:

- Understand how to ensure that Mentors and Content Leaders are appropriately prepared and certified.
- Discuss strategies for ensuring that teachers complete required assessments needed to become appropriately certified.
- Understand how Mentors and Content Leaders can be used as part of a high-quality plan for teacher professional development and support.
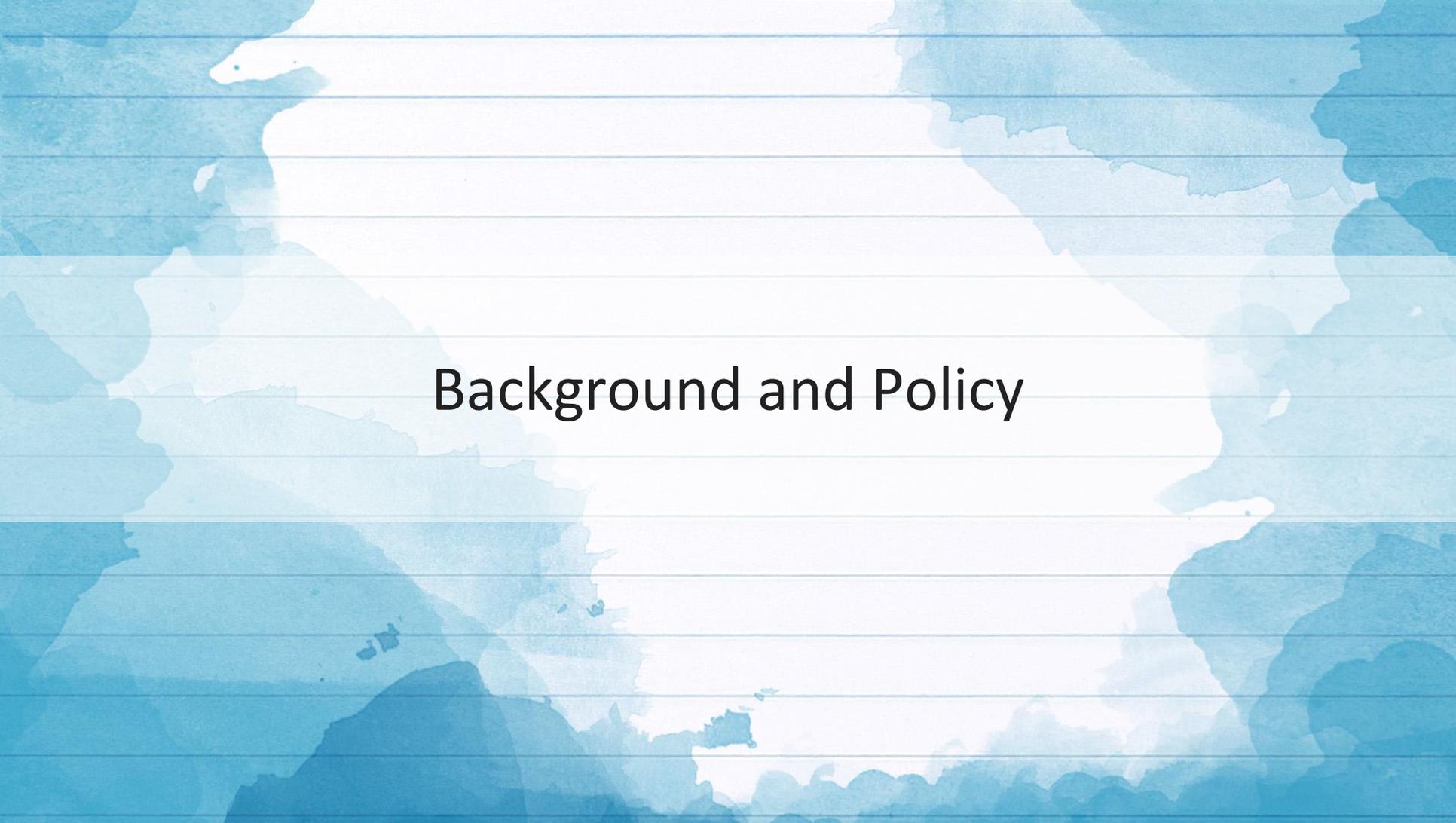
School System Planning Framework

DOMAIN:
The four domains encompass LDOE's most important priorities: Core Academics, Students with Diverse Needs, Workforce Talent, and LEA Systems.

FOCUS AREA & INDICATOR:
Each domain is further subdivided into three to six focus areas with indicators. These indicators illustrate excellence for the focus area and are aligned to the key decisions school systems will make to plan for the upcoming school year.

DOMAIN (EXAMPLE: CORE ACADEMICS)				
FOCUS AREA (EXAMPLE: CA1 - HIGH-QUALITY CURRICULUM)				
INDICATOR				
QUESTION NUMBER Ex: CA1.1)	QUESTION	RESPONSE GUIDANCE	FUNDING GUIDANCE	RESOURCES

QUESTION:
School systems will make key decisions for one to five questions connected to each indicator in the Super App.

GUIDANCE:
Each question is supported by three forms of guidance, as applicable: guidance on how to respond to the question itself, guidance on formulating a competitive funding request, and useful resources to assist with planning a response. Additionally this guidance identifies minimum requirements in order to achieve an approved and funded CIR/UIR-Academics plan.

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Workforce Talent

This session will provide information related to the School System Planning Framework area(s) below.

	Educator Leadership and Support	
	Indicator	**Application Question**
WT2	School systems are building opportunities for advancement and support through Mentor Teacher and Content Leader roles at all schools.	1. How many new Mentor Teachers will participate in state-approved Mentor Teacher training? 2. How many new K-2 Literacy Content Leaders will participate in Content Leader training? 3. How many new ELA and Math Content Leaders will participate in Content Leader training? 4. How many teachers will participate in Science Content Leader training?

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Today's Agenda

I. Background and Policy
II. Mentor and Content Leader training
III. Assessment Series

Background and Policy

Content Leaders and Mentors

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

Mentor Teachers

- Host and co-teach with an undergraduate 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
  - Lead frequent observation/feedback cycles
  - Review instructional materials and student work

Content Leaders and Mentors

Content Leaders

Since the 2017-2018 academic year, the State has provided ELA and Math Content Leader training to a cadre of Louisiana educators. For the 2020-2021 year, LDOE expanded the Content Leader program to offer training for Science teachers.

In the 2021-2022 academic year, LDOE plans to launch Content Leader for K-2 Literacy.

Mentor Teachers

Since the 2017-2018 academic year, the State has provided Mentor training to a cadre of Louisiana educators. While the four training pathways — Elementary, ELA, Math, and Universal — remain the same, educators can access Mentor training from 29 approved providers in every corner of the State.

In August 2021, LDOE worked with key stakeholders to pare down the number of elementary Mentor assessments from six to four.

Policy Background

Over the past five years, the Louisiana Legislature, the Board of Elementary and Secondary Education (BESE), and the Louisiana Department of Education (LDOE) have revised expectations and supports for students and teachers.

- In October 2016, BESE, with support from the Board of Regents (BoR), adopted regulations to expand yearlong residencies and competency-based curricula statewide by July 2018.
- In 2016, Louisiana adopted new standards and aligned assessments for students, prompting school systems statewide to transition to using a high-quality curriculum aligned to the state standards.
- In October 2018, BESE adopted regulations that established Mentor Teacher and Content Leader credentials and provided for Mentor and Content Leader training, experience, and credentialing to contribute to school leader licensure.

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Policy Background

Beginning in **September 2020**, every teacher who serves as the Mentor of an undergraduate or post-baccalaureate candidate must hold the Mentor Ancillary Certificate or the Provisional Mentor Ancillary Certificate.

Mentor Teacher ancillary certificates are issued to individuals who have successfully completed a state-approved Mentor Teacher training program, including state-led training, and have a passing score on the Louisiana Mentor Teacher Assessment Series.

A one-year **provisional certificate** may be issued to any individual who has completed training or is currently enrolled in Mentor training. The provisional certificate is good for one year and is non-renewable.

*Teachers who hold the **Supervision of Student Teaching** credential may serve as a mentor until August 31, 2023.*

Mentor and Content Leader Training

Mentor Teacher Training

Mentor Teachers will have the knowledge, skills, and resources to provide effective, ongoing one-on-one support to new and current teachers in their schools.

To accomplish this, Mentor Teachers receive high-quality, content-rich, and curriculum-specific trainings which teaches them how to:

- Establish a strong relationship and use a coaching cycle to support teachers' growth.
- Prioritize the needs of residents, new, and/or developing teachers based on teacher preparation competencies.
- Build deep knowledge of content and content pedagogy in their subject(s).
- Gain the knowledge and skills they need to effectively help others use high-quality instructional materials.

DIAGNOSE
What do my mentees need?

COACH
How am I going to help my mentees get better?

MEASURE PROGRESS
How am I going to figure out if they got better?

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 school system.

To accomplish this, Content Leaders will receive:
- High-quality, content-rich, and curriculum-specific trainings.
  - Deep knowledge of ELA, math, and science content and content pedagogy;
  - The knowledge and skills they need to effectively use and help others use the ELA Guidebooks 2.0, Eureka Mathematics curriculum, Science OpenSciEd curriculum*; and
  - Best practices for facilitating high-quality learning experiences for fellow educators.
- Access to and training on six, turn-key ELA (grades 3-10), math (grades K-9), and science (grades K-8) content modules to use to train fellow educators (36 hours total).

In addition to ELA, Math, and Science, K-2 Literacy Content Leader training will be added in summer of 2021.

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Content Leader Training

The LDOE is working on improvements for the following trainings.

ELA Content Leader	Math Content Leader	Science Content Leader	K-2 Literacy Content Leader
Development of grades 9-12 content modules for schools to pilot	Updated training available for the 2021-2022 school year to incorporate curriculum flexibility and assessment planning	Training offered for grades K-8 by three approved partners that include curriculum flexibility and assessment planning	Training starting summer 2021 with a focus on early literacy

Mentor Training Providers

The following programs are approved for their Mentor Teacher training programs.

Approved Mentor Training Providers		
- A+PEL - Collegiate Academies - Crescent City Schools - Grambling University - Learning Forward - Louisiana Tech University - Louisiana State University- Baton Rouge - Louisiana State University- Shreveport - Oxford Teachers Academy	- TNTP - University of Texas at Austin, Dana Center - FirstLine Schools - Loyola University - Relay Graduate School of Education - SchoolKit Group - Southeastern University - Tangipahoa Parish Schools - Teaching & Learning Center (LAE) - Southern University	- McNeese University - Nicholls University - NIET - Northwestern State University - St. Tammany Public Schools - Teach for America - University of Holy Cross - University of Louisiana at Lafayette - University of Louisiana at Monroe - University of New Orleans

Content Leader Training Providers

The following programs are approved for their Content Leader training programs.

ELA	Math	Science
- St. Tammany Schools - Leading Educators - SchoolKit Group - Great Minds - Teaching Lab - Louisiana Tech - Associated Professional Educators of Louisiana	- St. Tammany Schools - Leading Educators - SchoolKit Group - Louisiana State University, Gordon Cain Center - University of Texas at Austin, Dana Center - Louisiana Tech - Associated Professional Educators of Louisiana	- University of Texas at Austin, Dana Center - Great Minds PhD Science - SchoolKit Group

Accessing Mentor and Content Leader Training

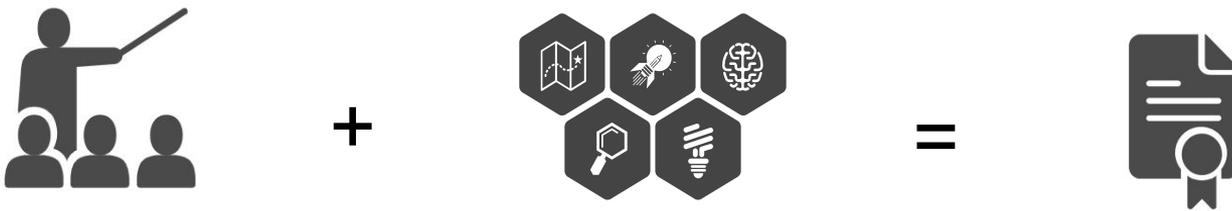In order to access Mentor and Content Leader training, school systems should take the following steps:

1. Identify the number of Mentors and Content Leaders your school system anticipates needing to train based on numbers of CIR and UIR-A schools, undergraduate residents, post-baccalaureate candidates.
2. Identify the current number of trained Mentors and Content Leaders taking into consideration those who may have moved into different roles.
3. Identify an approved training provider and contact the approved trainer to negotiate a contract.
4. Ensure that access to the assessment series is included, or contract with the assessment vendor.
5. Develop structures to support participants through the training and distinction process.

Assessment Series

Ancillary Certification

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.

School sites with the CIR label must have a Mentor who holds the ancillary or provisional certificate. This certification designates that teachers 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.

Assessment Series

The Content Leader and Mentor Teacher trainings were designed keeping in mind the skills and knowledge Mentor Teachers and Content Leaders would need to effectively serve in these roles.

The Assessment Series was designed to ensure that teacher leaders serving in these roles had the skills and knowledge they needed to do so effectively.

Completion of the assessment series indicates that a participant was not simply a passive participant in the training experience, but that they are able to demonstrate the skills they were taught.

Assessment Overview

- Unlike traditional paper and pencil assessments, these assessments are based on and draw from a teacher's work as a Mentor Teacher or Content Leader.

- The assessments are based on artifacts from the teacher's work with students, mentees, and other teachers to demonstrate sufficient knowledge and skill to successfully serve in these roles.

- Teachers submit artifacts through a secure online system managed by Bloomboard.

- Ideally, teachers create many of the artifacts needed to earn distinction through the course of the trainings and as they serve in the role.

Assessment Series: Mentor Teachers

Elementary Mentors	Secondary ELA Mentors	Secondary Math Mentors	Secondary Universal Mentors
Mentoring to Improve Classroom Management	**Mentoring to Improve Classroom Management**	**Mentoring to Improve Classroom Management**	**Mentoring to Improve Classroom Management**
Mentoring to Improve Content Instruction	**Mentoring to Improve Content Instruction**	**Mentoring to Improve Content Instruction**	**Mentoring to Improve Content Instruction**
Expressing Understanding of Text through Writing	Expressing Understanding of Text through Writing	Demonstrating Math Content Knowledge	Developing Content-Rich Text Sets
Reading Complex Grade-level Texts	Reading Complex Grade-level Texts	Facilitating Mathematically Productive Discussions	Adapting High-Quality Materials to Meet Student Needs
Demonstrating Math Content Knowledge			
Facilitating Mathematically Productive Discussions			

Elementary Mentor Assessment Series

All Elementary Mentors will take the *two coaching assessments* and *two content assessments*.

Teaching Area	Mentor Training Pathway	Assessments
Departmentalized Elementary - ELA	Elementary	● Reading Complex Grade-level Texts ● Expressing Understanding of Text through Writing
Departmentalized Elementary - Math	Elementary	● Demonstrating Math Content Knowledge ● Facilitating Mathematically Productive Discussions
Departmentalized Elementary - subjects other than ELA or Math (i.e. - Science, Social Studies, Health/PE, Music, Art)	Universal	● Building Knowledge through Content-Rich Non-Fiction ● Adapting High-Quality Materials to Meet Student Needs
	Elementary	● Choose 1 ELA ● Choose 1 Math
Non-departmentalized Elementary (all subjects)	Elementary	

Assessment Series: Content Leaders

ELA Content Leaders	Math Content Leaders
Collaborating with School Leaders to Achieve the School Goals	**Collaborating with School Leaders to Achieve the School Goals**
Adult Group Learning Facilitation	**Adult Group Learning Facilitation**
Expressing Understanding of Text through Writing	Demonstrating Math Content Knowledge
Reading Complex Grade-Level Texts	Facilitating Mathematically Productive Discussions
Expressing Understanding of Text through Speaking and Listening	Coherence and Alignment of the LSSM

Assessment Series: Content Leaders

Science Content Leaders
Facilitating Common Planning Time
Building Understanding of Phenomenon-based Instruction
Three-dimensional Teaching and Learning
Supporting Student Sensemaking through Productive Discussion

Structure of All Assessments

Adult Group Learning Facilitation

Facilitating adult group learning requires a strong grasp of content, purposeful planning, and methods to assess the impact of that learning. Content Leaders will incorporate effective learning models, structures, and processes into their plan and delivery of an adult group learning session. When adult learners are engaged in experiential learning that links directly to their professional learning needs, instructional practices improve and have a direct impact on student achievement.

- ANALYZE an upcoming adult group learning session

- DEVELOP an annotated Facilitation Guide that will guide the successful facilitation of the session

- IMPLEMENT your adult group learning session

- EVALUATE the success with reflections

Support on the Distinction Process

School systems that have successfully supported Mentors and Content Leaders in completing the assessment series have done the following:

1. Identify an owner of the initiative at the system level.
2. Ensure Mentors and Content Leaders are connected to others who are also completing the assessment series either informally or through structured monthly collaboration.
3. Identify an assessment coach who can review and provide support on artifacts prior to submission.
4. Ensure Mentors have a mentee to support, as this is required to complete the assessment series.
5. Ensure Content Leaders have dedicated time to redeliver Content Modules, as this is required to complete the assessment series.

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Funding Recap

School systems should request funding based on a school's planning label for the following trainings where a Mentor Teacher or Content Leader was not previously trained:

CIR Schools	Optional Funding
Per school site: ● One Mentor Teacher ● One ELA Content Leader ● One Math Content Leader ● One K-2 Literacy Content Leader	● Science Content Leader - school systems may request funding for one educator at each CIR/UIR-A school where one is not currently trained ● K-2 Literacy Content Leader - school systems may request additional funding for one educator at UIR-A schools

Assessment Updates

As we incorporate feedback and continue to expand the training pathways, LDOE is exploring updates to the assessment series with key stakeholders.

Examples include:
- Incorporating choice in all series.
- Facilitating Common Planning focused on lesson and unit planning.

Next Steps

1. Identify the number of Mentors and Content Leaders your school system will need based on numbers of CIR and UIR schools, undergraduate residents, and post-baccalaureate candidates anticipated.
2. Identify an approved training provider
3. Contact the approved trainer to negotiate a contract.
4. Ensure access to the assessment series is included, or contract with assessment vendor.
5. Develop structures to support participants through the training and distinction process.

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Super App Support

Support for completing the Super App will be provided through:

- [School Improvement Library](#)
- [LDOE Weekly Newsletters](#)
- [System Leader Monthly Calls](#)
- [Super App Planning Support Calls](#)
- School System Relations Team
- Office Hours on scheduled Fridays at 10 a.m. (details via LDOE Weekly Newsletter)

Send all questions related to school system planning and Super App to LDOE.grantshelpdesk@la.gov and include "Super App" in the subject line.