

Rudolph F. Crew, Ed.D., Superintendent of Schools

SUBJECT: REQUEST THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA: ACCEPT THE COMPREHENSIVE THREE-YEAR MENTORING AND INDUCTION PROGRAM FOR NEW TEACHERS (MINT); AUTHORIZE THE SUPERINTENDENT TO ENTER INTO A CONTRACTUAL AGREEMENT WITH THE NEW TEACHER CENTER AT THE UNIVERSITY OF CALIFORNIA AT SANTA CRUZ FOR THE DELIVERY OF SPECIALIZED PROFESSIONAL DEVELOPMENT SERVICES AT A COST NOT TO EXCEED \$150,000 FOR THE CONTRACT PERIOD OF MARCH 16, 2007, THROUGH JUNE 30, 2007; AND APPROVE THE MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND THE UNITED TEACHERS OF DADE

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

LINK TO DISTRICT STRATEGIC PLAN: DEVELOP AND RETAIN HIGH-PERFORMING AND MOTIVATED FACULTY AND STAFF

The M-DCPS Strategic Plan has identified the recruitment, development and retention of high performing, diverse and motivated faculty and staff as a critical district goal. The proposed new teacher induction program designed by the Office of Professional Development supports this objective by establishing a comprehensive three-year plan aimed at developing and retaining new and early career teachers. The Mentoring and Induction for New Teachers (MINT) program is based on current research confirming that successful new teacher retention practices involve mentoring, principal support, teacher collaboration, participation in learning communities and guided reflection. To enhance the program's effectiveness in preparing new and early career teachers, MINT is also modeled from effective induction programs that offer sustained support throughout the teacher's initial years as a classroom practitioner.

A-2

MINT will provide comprehensive professional development over a three-year period to facilitate the transition from new or early career teacher to accomplished educator. The program offers intensive support during the first year of teaching through one-to-one site-based mentoring for select new teachers, completion of mandatory professional development coursework, release time to observe exemplary teachers and participation in New Educator Support Team (NEST) learning communities facilitated by National Board Certified Teachers. During the second and third years of the program, participating teachers will receive assistance through virtual mentors, ongoing participation in NEST sessions and additional professional learning opportunities. Participation in the program is optional during the third year.

Professional development sessions for new teachers will focus on the State of Florida Educator Accomplished Practices, the development of school improvement skills and strategies to implement the Competency-Based Curriculum.

The projected cost for implementation of MINT during the 2007-2008 school year is \$3,230,000. This sum includes funding for supplements to provide site-based one-to-one mentors for up to 2,500 first-year teachers. Mentors assigned to assist a maximum of two first-year teachers will earn supplements in the amount of \$500 for each new teacher mentored, as stipulated in the Memorandum of Understanding (MOU) between Miami-Dade County Public Schools and the United Teachers of Dade (see attached). The anticipated costs to support mentor supplements for up to 2,500 new teachers will total \$1,250,000. In addition, funds will be allocated for the following: \$500,000 for stipends/substitute coverage to support new teacher participation in core learning courses; \$1,000,000 for substitute coverage to facilitate in-class observations for mentors and mentees; approximately \$280,000 for anticipated costs to be incurred for New Teacher Orientation and Finishing Strong and Starting Strong conferences which are held at the end of the teacher's first year and at the beginning of the teacher's second full year of teaching; and \$200,000 relating to the training of a critical mass of mentors that will be identified following initial mentor training scheduled to be completed by June 2007. With the exception of these mentor training costs, remaining expenses will be recurring in light of the number of new teachers hired each year.

During the program's implementation phase, training will be provided for 750 prospective mentors and district and region based professional development staff through a contract in the amount of \$150,000 for the term of March 16, 2007, through June 30, 2007, with the New Teacher Center at the University of California in Santa Cruz. This initial training will be applied to build capacity for district staff that will in turn offer mentor training on a monthly basis throughout the year. The New Teacher Center (NTC) was launched during 1998 to serve as a national resource center for new teacher professional development. NTC has pioneered mentor-based professional development programs in over 30 states through their work with school districts, universities, policy makers and educational leaders. In addition to spearheading policy, research and best practices relating to new teachers, NTC conducts an annual symposium that is recognized as the largest conference nationwide addressing new teacher development.

The proposed contract has been reviewed by the Professional Services Contract Committee established by School Board Rule 6Gx13-3F-1.021, during the meeting held on July 21, 2006. The committee has recommended that an exception to the rule regarding bids or Request for Proposals be granted due to the contractor's specific expertise.

Copies of the MINT manual will be transmitted to School Board Members under separate cover and are available for inspection by the public in the Office of Board Recording Secretary, Room 924, and the Citizen Information Center, Room 158, 1450 N.E. Second Avenue, Miami, Florida, 33132.

The appropriation for 2007-2008 MINT implementation will be included in General Fund of the Tentative 2007-2008 Budget under Fund 0100, Location 9017, Objects 5136 and 5149, Program 7880 and Function 7730; and Other Contracted Programs under Fund 0420, Location 9017, Object 5390, Program 3412, and Function 6400.

RECOMMENDED: That the School Board of Miami-Dade County, Florida:

1. accept the comprehensive three-year Mentoring and Induction Program for New Teachers (MINT);
2. authorize the Superintendent to enter into a contractual agreement with the New Teacher Center at University of California at Santa Cruz in an amount not to exceed \$150,000 for the term of March 16, 2007, through June 30, 2007, for the delivery of specialized professional development services;
3. grant an exception to Board Rule 6Gx13-3F-1.021, for the New Teacher Center based on the contractor's specific expertise; and
4. approve the Memorandum of Understanding between Miami-Dade County Public Schools and the United Teachers of Dade.

The appropriation for this item will be included in the General Fund of the 2007-2008 Tentative Budget and Other Contracted Programs for 2006-2007 and 2007-2008.

AGB/CM/hf

**MEMORANDUM OF UNDERSTANDING (MOU)
CONTRACT MODIFICATION/IMPLEMENTATION**

Pursuant to the current contract between Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD), the parties have met to discuss and address the issues related to support for new educators. Accordingly, the implementation of the Mentoring and Induction of New Teacher (MINT) Program will require modification to the contract provisions referencing Professionalization of Teaching/Education (Article XXVI, Section 49), Professional Development (Article XXVI, Section 47) and Rules and Regulations Governing Salary Schedules, Supplements and Varsity Athletics (Appendix E, Section 6).

Whereas, Miami-Dade County Public Schools (M-DCPS) and the United Teachers of Dade (UTD) have met to discuss and address issues related to support for educators new to the profession for the 2007-2008, 2008-2009, and 2009-2010 school years; and

Whereas, M-DCPS and the UTD have met to negotiate the establishment and implementation of a Mentoring and Induction of New Teacher (MINT) Program.

Now, therefore, the parties agree to the following:

1. A three year Mentoring and Induction of New Teacher Program will commence in August 2007 to provide support and mentoring of teachers new to the profession.
2. On-going professional development and opportunities to observe experienced teachers will be provided to new teachers through the use of substitute coverage for release days.
3. Mentor teachers will be assigned to provide guidance, support and feedback to new teachers for up to one year for mentoring. The minimum qualifications for a Mentor Teacher are as follow:
 - a. Must hold a valid professional certificate;
 - b. Minimum of three years successful teaching experience; and

- c. Certified at the same level (primary, elementary, secondary, intermediate, etc.) and preferably in the same subject area as the New Teacher.

4. Mentor teachers will be required to complete up to three initial professional development days to prepare them for effective mentoring and additional training to further enhance their mentoring skills. Participants will be compensated for attendance at sessions that take place beyond the regular work day/year, at the contracted professional development rate. Mentors may also be compensated for additional trainings conducted to further enhance their mentoring skills and compensated at the contracted professional development rate.

5. In addition, the Mentor Teacher shall adhere to the guidelines for mentor/mentee monthly contact hours as delineated in the MINT Program and maintain a documentation log of such contacts.

6. Mentor teachers, who complete the full year, shall be paid a \$500 stipend at the end of the school year for each assigned New Teacher with a preferred maximum assignment of two new teachers.

7. As part of MINT, new teachers are required to attend five core learning courses over a two-year period. New teachers will be compensated for attendance beyond the regular school day/year, at the contracted professional development rate or attend during designated professional development days.

8. All current labor contract provisions regarding new teacher support not specifically modified by this MOU will remain in force and effect.

9. The parties agree to consult on relevant issues that arise as a result of this MOU, such as unforeseen circumstances or mutually agreed to changes in procedures in this MOU.

Dated this _____ day of _____, 2007.

**THE SCHOOL BOARD OF
MIAMI-DADE COUNTY, FLORIDA**

UNITED TEACHERS OF DADE

Agustin J. Barrera
Chair

Date

Karen Aronowitz
President

Date

Dr. Martin Karp
Vice Chair

Date

Rudolph F. Crew, Ed.D
Superintendent of Schools

Date

Approved As To Form

School Board Attorney

Date