

Ann Crosser – NonTraditional Novice Teachers

SLIDE 1: Hello! My name is Ann Crosser and I am the Program Advisor for the Arkansas Department of Education's Arkansas Professional Pathway for Educator Licensure, or APPEL, program. I'm here to discuss the Non-Traditional novice teacher. I will discuss just who is considered a Non-Traditional novice? What teaching credential can this novice hold? For how long are Non-Traditional novices mentored? How are these different Novices mentored? What are the new, APPEL Mentoring Guidelines? and finally What does mentoring look like for novices in private schools? There's lots of important information here. So, let's get started!

SLIDE 2: Keep in mind regarding the definition of a novice from earlier in this presentation, that regardless of the particular program or way a novice receives their teaching license, these are ALL people with less than one year of classroom teaching experience. A Non-Traditional novice can be a teacher that currently attends an alternate-route college or university program, such as, the Arkansas Teacher Corps (ATC) program, or a Master of Arts in Teaching (MAT), Master of Education (MED), or Master of Education in Teaching, Learning and Leadership (MTLL) program.

SLIDE 3: A Non-Traditional novice can be a teacher that currently attends the state Department of Education's alternate-route APPEL program or who holds a Provisional Professional Teaching License, or PPTL through the Department of Education's Office of Educator Licensure.

SLIDE 4: The newest categories added as Non-Traditional novices are those who hold a Technical Permit, are a Library Media Specialist or a School Counselor and any traditional or non-traditional novice employed in a private school setting. Let's take an individual and more in-depth look at the different novice categories.

SLIDE 5: We'll start with the Arkansas Teacher Corps program at the University of Arkansas. These novices are currently enrolled in the program at U of A. They hold at least a bachelor's degree in an area other than Education and currently hold a valid Arkansas Provisional Teaching License. Teacher Corps novices are mentored for **four semesters** and will follow the guidelines for the Novice Teacher Mentoring Program working directly with their mentor utilizing the Moodle platform.

SLIDE 6: Next comes those who are currently enrolled in an Arkansas college or university alternate-route master's program. You can see here these programs might be called MAT, Master of Arts in Teaching or MED, Master of Education, or MTLL, Master of Education in Teaching, Learning and Leadership. Regardless of the particular name, these programs all fall into the same category. These novices hold at least a bachelor's degree in an area other than Education and currently hold a valid Arkansas Provisional Teaching License. Each program requires a different duration of time allowed for completion. It could take one year, one and a half years or two years. Therefore, these novices are mentored for a minimum of two

semesters, then for the duration of their time spent in the master's program. But, they are not mentored over four (4) semesters. They will follow the guidelines for the Novice Teacher Mentoring Program working directly with their mentor utilizing the Moodle platform.

SLIDE 7: The next category are those novices holding an Arkansas Provisional Professional Teaching License or PPTL. These novices are not required to be enrolled in a teacher preparation program but are allowed the provisional license based on meeting the qualification requirements. PPTL novices hold at least a bachelor's degree in an area other than Education and possess a current, valid, three-year Provisional Professional Teaching License. Although PPTL novices hold a license for three years, they are mentored for only 4 semesters. They will follow the guidelines for the Novice Teacher Mentoring Program and work directly with their mentor utilizing the Moodle platform.

SLIDE 8: Here we start with some new categories of non-traditional novices where you might be less familiar. Those holding technical permits are now mentored. Technical permit novices may be currently completing or might have already completed requirements for the permit as laid out by the Arkansas Department of Career Education. These novices hold a degree and/or the credentials and training necessary to teach in the permit area. They hold a current, valid Provisional or Standard Technical Permit through the Arkansas Department of Education. Those technical permit novices who will now be mentored have less than one year of secondary level teaching experience. They are mentored for two semesters. Technical permit novices will follow the guidelines for the Novice Teacher Mentoring Program. They will use the same modules as novice teachers and work directly with the mentor utilizing the Moodle platform.

SLIDE 9: Also, new to the non-traditional novice category are Library Media Specialists. These novices hold a master's degree in Library Media Science and possess a current, valid Standard Teaching License. Those Library Media Specialists who are now mentored have no years of classroom teaching experience. They are mentored for two semesters. Library Media Specialists will follow the guidelines for the Novice Teacher Mentoring Program and will work directly with their mentor using specialized modules specifically for Novice Library Media Specialists utilizing the Moodle platform.

SLIDE 10: School Counselors are also new to the non-traditional novice category. These novices hold a master's degree in School Counseling and possess a current, valid Standard Teaching License. Those School Counselors who are now mentored have no years of classroom teaching experience. They are mentored for two semesters. School Counselors will follow the guidelines for the Novice Teacher Mentoring Program and will work directly with their mentor using specialized modules specifically for novice School Counselors utilizing the Moodle platform.

SLIDE 11: The final non-traditional novice category is the Arkansas Professional Pathway for Educator Licensure or APPEL Program. These novices are currently enrolled in the APPEL program, hold at least a bachelor's degree in an area other than Education and hold a current, valid two-year Provisional Teaching License. APPEL novices are required to complete four semesters of documented mentoring before they are considered as program completers. In other words, mentoring is an APPEL Program requirement. APPEL novices can follow the guidelines for the Novice Teacher Mentoring Program or have the option of substituting an APPEL module for a Mentoring module but only under certain conditions outlined under the new, APPEL Mentoring Guidelines. They will work directly with their mentor utilizing the Moodle platform.

SLIDE 12: Let's delve a little deeper into the APPEL Mentoring Guidelines. These guidelines allow for APPEL novices to substitute an APPEL module in place of a Novice Teacher Mentoring module. Keep in mind that the APPEL Mentoring Guidelines are optional. The mentor or the Project Director may decide that a Novice Teacher Mentoring module is more or most appropriate. All parties, the Project Director, the mentor and the APPEL novice teacher must be in agreement to utilize this option.

SLIDE 13: APPEL modules are aligned with the same state-approved framework used for the Novice Teacher Mentoring Program and teacher-evaluation systems. These are rigorous modules and require assignments, activities, journal reflections and the creation of artifacts. The purpose of the APPEL Mentoring Guidelines is to help prevent the APPEL novice from duplicating work for the Mentoring Program that has already been done or will be done in the APPEL Program.

SLIDE 14: Here are the specific guidelines. The Project Director decides whether this will be an option for APPEL novices employed with the district. The Project Director puts out a one-time notification to district mentors either approving or denying the option. If approved by the Project Director, then APPEL novices may use assignments, activities, reflections and artifacts from an APPEL module to substitute for these items in a Novice Teacher Mentoring Module. All items substituted must align with what the APPEL novice's evaluator has indicated on his/her Professional Growth Plan or PGP. The mentor assists the APPEL novice to determine alignment with the PGP. The APPEL novice will follow all the same procedures set out by the Novice Teacher Mentoring Program when substituting module items. And finally, keep in mind that at any time if the Project Director or the mentor decides that completing the Novice Teacher Mentoring Module instead of substituting the APPEL module is more or most appropriate, then the APPEL novice must abide by this decision. So, let's see how this might look in the following scenario.

SLIDE 15: The mentor and novice meet. The novice has allowed the mentor to view the PGP and the APPEL online module prior to meeting. The pair reviews the APPEL module, assignment, activity and journal reflection and the mentor makes the final

determination whether it aligns with the PGP. After discussion and reflection the mentor assists the novice, including observations, as needed or necessary. The APPEL module now substitutes for the Novice Teacher Mentoring module. Basically, it is a one for one swap here, an APPEL module for a Mentoring module.

SLIDE 16: Remember, for any novice teacher, either traditional or non-traditional, who is employed in a private school setting keep these things in mind. The novice must be mentored and must be paired with a mentor who has been formally trained in the state's mentoring model. If they are a traditionally trained teacher they are mentored for one year or two semesters. If they are a non-traditional APPEL teacher or hold a PPTL license, then they are mentored for two years or four semesters. If they are an Arkansas Teacher Corps teacher, a school counselor, or a media specialist, then they are mentored for one year or two semesters. Finally, if they are in a master's degree program leading to licensure, then they are mentored for at least one year or two semesters and no more than two years or up to four semesters. **However, ADE does not pay a mentor's stipend for mentoring.**

SLIDE 17: Here's a handy-dandy quick reference chart for you. It shows the different non-traditional novice categories and the basic information you need to know when pairing mentors and non-traditional novices. I hope this tutorial has helped you to understand more about non-traditional novices. If you we can ever help you we are just a phone call away. Please feel free to call us at 501-682-5535.