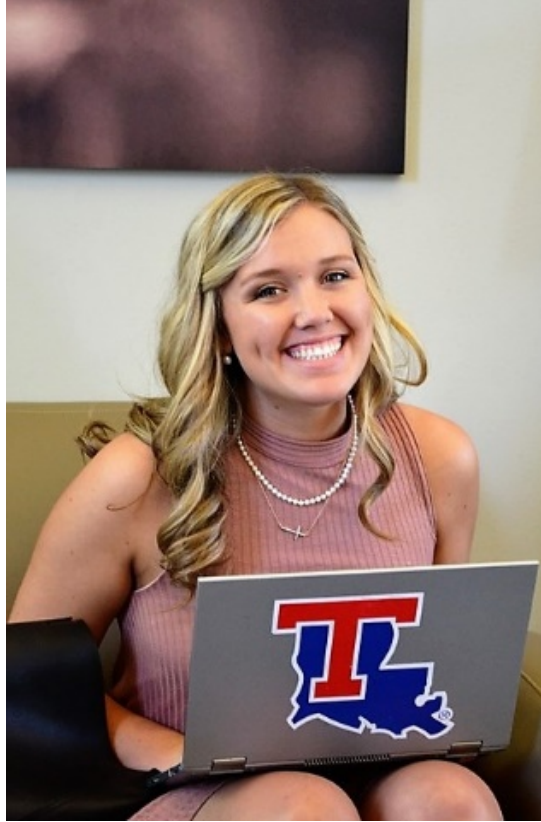


# Louisiana Tech University

**August-May the TEAM Model Way!**



**The College of Education Clinical Residency Center,  
Louisiana Tech University  
[latechcrrc.org](http://latechcrrc.org)**





TEACHER EDUCATORS AND MENTORS

# **2017-2018 TEAM Model Clinical Residents**

Early Childhood  
Inclusive Elementary  
English  
Social Studies  
Mathematics (UTeach)  
Science (UTeach)  
Vocal Music





**What is your major area of interest to help guide our discussion?**

- A. Rethinking the Clinical Budget
- B. Developing Partner Districts
- C. Restructuring The Clinical Experience- State, University, Districts
- D. Changing Curriculum to August-May Residency

## **2014- 2015**

- Cohort 1 Funding – 3 universities – residency pilots
- Began quarterly state community meetings for both preparation providers and school district leadership

## **2015-2016**

- Cohort 2 Funding – 7 universities – residency pilots

## **Spring 2016**

- Cohort 3 Funding – 3 universities – mentor effectiveness research grant

## **Fall 2016**

- Board of Elementary and Secondary Education(BESE) adoption of full-year clinical residencies beginning for all freshmen entering teacher education program in 2018

## **Spring 2017**

Formula Funded Transition Support for all universities

## **2017-2018**

- Began regional community meetings
- Began statewide mentor training
- Requiring competency-based curriculum redesigns submission from January-July 2018





# Louisiana Tech's Clinical Residency Program

## ...it all started as an idea!

**2014**

- “It’s Just a Pilot!”

**2015**

- TEAM Model
- Clinical Liaison
- Co-Teaching
- Mentor Training
- Elementary program redesign
- Table Talks
- District Liaison
- The Louisiana Tech Clinical Residency Research Center





# Louisiana Tech's Clinical Residency Program ...it all started as an idea!

## 2016

- Danielson Framework for Teaching Evaluation Tool
- Pre/Post Conferences
- Co-Teaching Journaling
- CRRC Action Research Plan
- edTPA national assessment pilots
- Secondary program redesign
- Virtual Mentoring/Coaching
- Training New Mentor Teams for 2016-2017
- Inclusive Elementary Program
- ALL PK-3/Elem/Elem Dual Clinical Interns in 2016-2017
- Secondary Clinical Interns in 2016-2017 (2<sup>nd</sup> year pilot)
- Potential Host Site for National Field Experience Conference – April 2017



*Funding Sources:*

- *IDEA funds*
- *CCSSO funds*
- *Louisiana Board of Regents funds*
- *Louisiana Board of Secondary and Elementary Education funds*

Grant Funding	Purpose
<b>2014-2015 Cohort 1 Grant \$100,000</b>	<ul style="list-style-type: none"> <li>Establishment of school site classrooms for university</li> <li>Establishment of 1st cohort of elementary clinical residents</li> <li>Elementary Mentor Training for 15-16 academic year</li> </ul>
<b>2015-2016 Cohort 2 Grant \$50,000</b>	<ul style="list-style-type: none"> <li>Establishment of 2<sup>nd</sup> cohort of elementary clinical residents</li> <li>Secondary/Elementary Mentor Training</li> <li>Introduction of special education mentor to teams</li> </ul>
<b>2016 \$100,000 Cohort 3 Grant</b>	<ul style="list-style-type: none"> <li>To provide training for 100+ mentors for 16-17 academic year</li> </ul>
<b>2016 Spring Research Grant \$50,000</b>	<ul style="list-style-type: none"> <li>To design a mentor effectiveness model</li> </ul>
<b>2016-2020 Stipend Support</b>	<ul style="list-style-type: none"> <li>\$1K Mentor and \$2K Resident Stipends for four years during transition</li> </ul>
<b>2016-2020 Transition Grant \$65,000 annually</b>	<ul style="list-style-type: none"> <li>Establishment of additional clinical educators</li> <li>Research, Mentor Training, etc.</li> </ul>

# The TEAM Model

## Teacher Educators & Mentors

**The Louisiana Tech University TEAM Model** transforms the traditional student teaching triad into a team approach to prepare tomorrow's educators during a full-year clinical residency experience. The **TEAM** includes university and district partners that collaboratively mentor teacher candidates in all initial certification programs.



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Dr. Amy Vessel & Dr. Dawn Basinger, Louisiana Tech University, College of Education*



# Changes in Student Teaching Model

## TRADITIONAL STUDENT TEACHING

- Typically 10 weeks
- Taught 1 solo week
- Over 180 clinical hours
- Supervised by 1 clinical university faculty member
- Completed spring of senior year

## Full-Year Clinical Residencies

- August – May
- 3 lead teaching weeks (1 each quarter)
- 800-1,000 clinical hours
- Mentored/Evaluated by a **TEAM** including school mentor teams, school leadership teams, district evaluators, university evaluators, and district/university clinical liaisons
- Completed entire senior year

# The TEAM Model

## Teacher Educators & Mentors

### University Team

- Clinical Director
- Clinical Liaisons
- Content Evaluators
- Methodology Faculty
- TEAM Model Leadership Team

### District Team

- District Liaison
- District Leadership Team
- Human Resource Director
- District Supervisors

### School Mentor Team

- School Leadership Team
- Lead Mentor Teacher
- Mentor Teachers
- Special Education Mentors

### Resident Team

- Lead Resident
- Resident Team



**TEAM**

TEACHER EDUCATORS AND MENTORS

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# The TEAM Model: Key Elements

1. A TEAM design replacing the traditional student teaching triad
2. New school/district leadership TEAM roles in the preparation of new teachers
3. Mentor/Resident co-teaching expectations adapted from the St. Cloud State University Co-Teaching Model
4. TEAM Evaluations adapted from The University of Alabama Clinical Master Teacher Model
5. Mentor training program
6. The development of a new TEAM member, the Clinical Liaison
7. Educational Programming by the Clinical Residency Center for all TEAM members.





## Key Feature: **Mentor Training**

- June 2015 –**Summer Mentor Institute** – Cohort 2 Lincoln Parish/ Ouachita Parish/ Union Parish
- January 2016 – Cohort 3 - Lincoln Parish/Claiborne Parish
- January 2016 – Cohort 2 - Union Parish
- February 2016 – Cohort 3 - Lincoln Parish/Claiborne Parish
- April 2016 – Cohort 2/3 - Ouachita Parish/Union Parish
- June 2016 – **Clinical Residency Conference** – Cohort 3 Lincoln Parish/Claiborne Parish/Ouachita Parish
- April 2017 – **National Field Experience Pre-Conference**
- April 2017- **National Field Experience Conference**
- July 2017 TEAM Model Mentor Training ( 3 sessions)

**300+ total mentors training since 2015!**



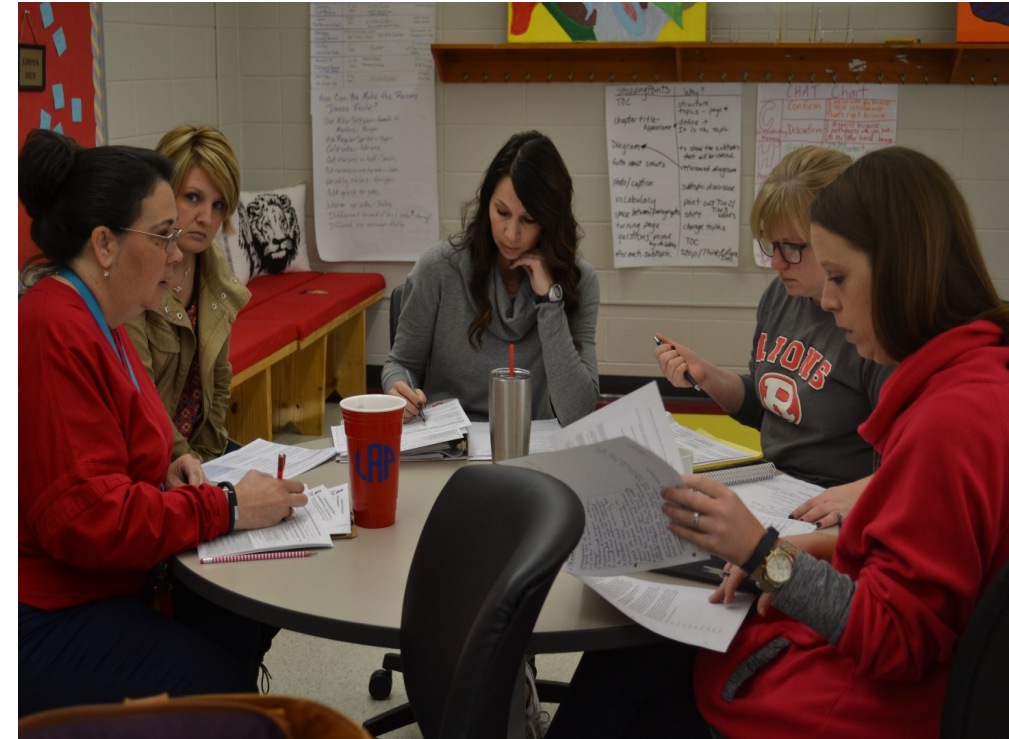


# **Essential Ingredient:** **Additional Clinical Educators** **Clinical Liaisons**



# Key Feature: The TEAM Mentor Evaluation System

Steps to a TEAM Evaluation	Evidence
<b>3 Days Before Observation</b>	Resident submits pre-conference form & lesson plan with materials to evaluator
<b>Pre-Conference</b>	Face-to-Face prior to observation
<b>Lesson Observation</b>	Each resident is observed 3 times over a 1-2 week period, and mentor uses evidence gathered during observation to support domain ratings.
<b>Immediate Feedback</b>	Mentor provides verbal feedback to the resident immediately following the observation.
<b>Post-Conference</b>	Resident submits post-conference form to evaluation team
<b>TEAM Evaluation Meeting</b>	Evidence from evaluations is synthesized by evaluation team and one TEAM evaluation is submitted to resident.







TEACHER EDUCATORS AND MENTORS

# Key Feature: Clinical Residency Center Educational Programming



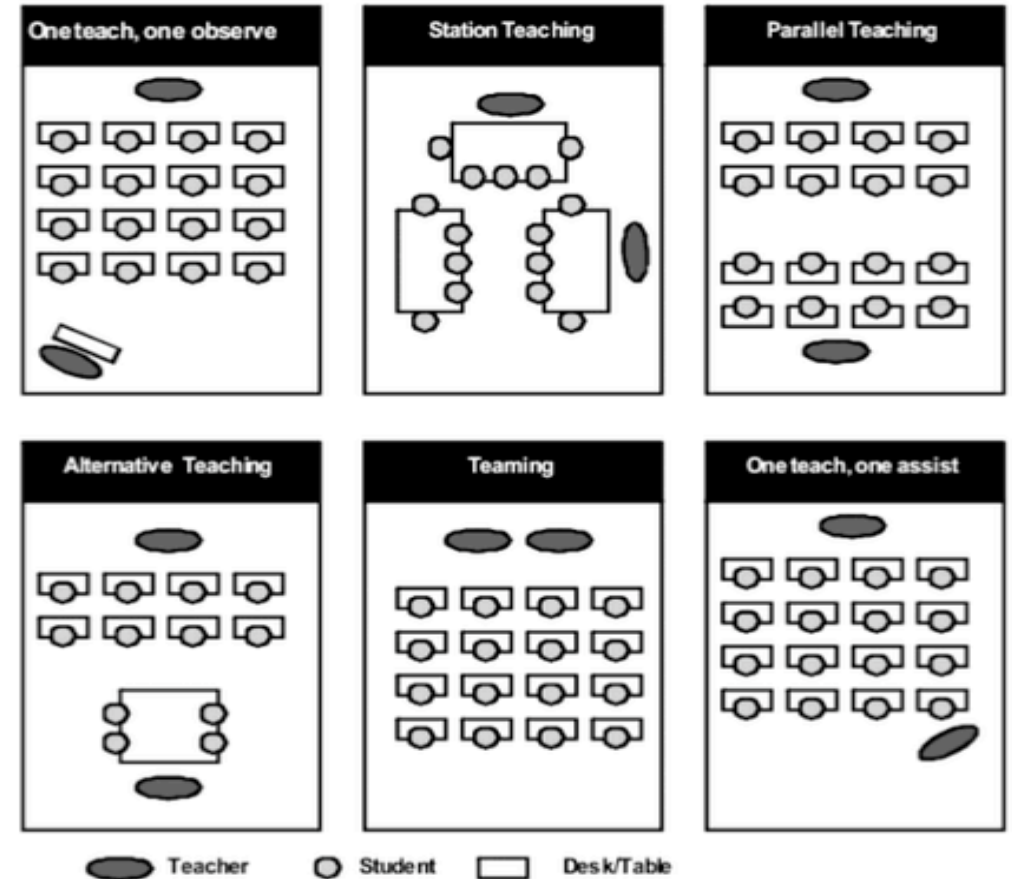
# TEAM Model Key Feature: St. Cloud Co-Teaching Model



Bacharach, N, Heck, T., & Dahlberg, K. (2010). Changing the Face of Student Teaching Through Co-Teaching. *Action in Teacher Education*, 32 (1), p. 3-14.

Cook, L. & Friend, M. (1995). Co-teaching: Guidelines for creating effective practices. *Focus on Exceptional Children*, 28(3), 1-17.

Washut Heck, T. & Bacharach, N. (2010). Mentoring Teacher Candidates Through Co-Teaching. Teacher Quality Enhancement Center. St. Cloud, Minnesota.





Undergraduate Residency Statistics	District Growth
<p><b>2017-2018</b></p> <p>67 undergraduate candidates</p> <p>66 MAT candidates</p> <p>19 schools</p> <p>10 School Districts</p> <p>Over 300+ mentors trained</p>	<ol style="list-style-type: none"> <li>1.TECH TEAM Research School: A.E. Phillips Laboratory School</li> <li>2. Lincoln Parish</li> <li>3.Ouachita Parish</li> <li>4.Monroe City Schools</li> <li>5.Caddo Parish Schools</li> <li>6.Jackson Parish Schools</li> <li>7.Bossier Parish Schools</li> <li>8.Winn Parish Schools</li> <li>9.Webster Parish Schools</li> <li>10. Cedar Creek School</li> </ol>



Undergraduate Residency Statistics	District Growth
2014-2015 11 candidates 2 schools	1.Lincoln Parish
2015-2016 20 candidates 5 schools 100 mentors trained	1.Lincoln Parish 2.Ouachita Parish
2016-2017 50 candidates 11 schools 100 mentors trained	1.Lincoln Parish 2.Ouachita Parish 3.Monroe City Schools
2017-2018 70 candidates	1.Lincoln Parish 2.Ouachita Parish 3.Monroe City Schools 4.Caddo Parish Schools





# Welcome 17-18

## Returning School Districts

### **A.E. Phillips Laboratory School**

**NEW TEAM Research School**

### **Lincoln Parish** (Since 2014)

Cypress Springs Elementary

Glen View Elementary

Hillcrest Elementary

Ruston High School

Simsboro High School

### **Ouachita Parish Schools** (Since 2015)

Claiborne Elementary

Sterlington Elementary

Calhoun Middle School

Good Hope Middle School

### **Monroe City Schools** (Since 2016)

Neville High School - **NEW**

Sallie Humble Elementary



# Welcome 2017-2018

## **NEW TEAM Districts/Schools**

### **Jackson Parish Schools - NEW**

Quitman High School

### **Webster Parish Schools - NEW**

J.L. Jones Elementary School

### **Caddo Parish Schools - NEW**

Walnut Hill Elementary/Middle School

### **Winn Parish Schools - NEW**

Winnfield Middle School

### **Bossier Parish Schools - NEW**

Kingston Elementary School

### **Cedar Creek School - NEW**





- National Council for Teacher Quality named Louisiana Tech University's Elementary Program **#1 in the country** (tied with Purdue University)
- Louisiana Tech University's Elementary Program was named **#1 in Louisiana** and **#4 in the nation** by College Choices





2016 U.S. Department of Education Bus Tour  
Louisiana Tech's College of Education & Sallie  
Humble Elementary School, Monroe, LA





# Louisiana Tech Clinical Residents Attend Professional Conferences Together!



National Field Experience Conference, April 2017

# Innovative Clinical Swaps

## Instilling the Prestige of Teaching in the Louisiana Tech Family through The Dogs with A Cause Program





# The Dogs with A Cause Program

I have a new respect for my mentor. I feel as like I have walked in her shoes. I really had to be patient with [Marlan]. He was unsure of himself and stumbled at times through his read aloud. I enjoyed being right beside him to guide him through the process. It was rewarding to see his confidence grow as he was walking out of the classroom.

-Hannah



# **A Few More Innovative Programs:**

**Taste of the TEAM  
Planners for Progress  
Connecting the Dots  
Tech Teachers for  
Tomorrow**





# Innovative Programs: Taste of the TEAM







TEACHER EDUCATORS AND MENTORS

# Little Things: College of Education Family Events!





# Little Things: **TEAM Classroom Signs!**

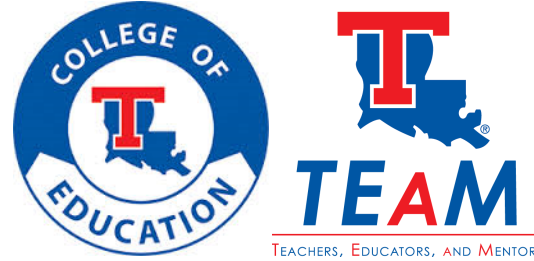


## STATE DEPARTMENT



- State Community Meetings
- Grant Funding Support for Partnerships
- University/District Site Visits
- Supporting Competency-Based Programs
- Supporting Sharing of Data

## LOUISIANA TECH UNIVERSITY



- The TEAM Model: Clinical Residency Research-Based Framework
- Transformation of 1-quarter Student Teaching to Full-Year Clinical Residency
- Establishment of Clinical Liaison on school sites regularly
- Redesign of Teacher Preparation Programs
- Redesign of Clinical Experiences Budget
- Increase of Clinical Educators on Staff
- Redesign of MOUs

## SCHOOL DISTRICTS



- Provide meeting/classroom space in TEAM schools.
- Establishment of District Liaison communicating with university regularly
- Redesign of school leader(s) role in clinical residency program
- Commitment to support residents with District Stipends for full-year residency in schools



**Louisiana Tech University**  
**Stay in touch as we will**  
**continue to tell our story at**  
**latechcrrc.org**

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