



# TEAM

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TEACHERS, EDUCATORS, AND MENTORS

**Presented by the  
Clinical Residency  
Center**

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# 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 program. The **TEAM** includes university and school partners that collaboratively mentor teacher candidates in the undergraduate early childhood PK-3, elementary 1-5, and elementary 1-5/special education programs as well as the masters in teaching programs. All secondary programs are in 2<sup>nd</sup> year pilot.



# The TEAM Model

## Teacher Educators & Mentors

### University Team

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

### District Team

- District Supervisors
- District Liaison
- District Leadership Team

### School Mentor Team

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

### Resident Team

- Lead Resident
- Resident Team



**TEAM**

TEACHER EDUCATORS AND MENTORS

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



# The Clinical Styles Inventory 2016-2017 Pilot Program

## Clinical Placements.....lessons learned!

- *The strongest teachers may not be the strongest mentors*
- *Opposites do not always attract*
- *New university/district guidelines for mentor approval*
- *A clinical styles inventory had to be developed!*





# The Clinical Styles Inventory 2016-2017 Pilot Program

## Clinical Styles Inventory Objectives:

1. To establish a *purposeful system for full-year clinical placements*
2. *To support long-term clinical residency placements*
3. *To increase time frame for everyone to be on the same page*





# The Beginning

**April :** Mentor/Resident Applications and School Recommendations

**May:** District/University Approval, TEAM Model Training, and Clinical Styles Inventory Submission

**June:** THE MATCHING BEGINS

**July/August:** The Big Reveal!





# The Big Reveal

1. First Day of Pairings – School TEAMs
2. Group Orientation – School Year Calendars
3. Group TEAM Training
4. Resident TEAM Training





# Beginning of School

1. TEAM Model Classroom Signs
2. District Professional Development/Staff meetings/parent nights
3. Classroom Set Up

“We’re All In This Together!”







# Mentor/Resident Relationship

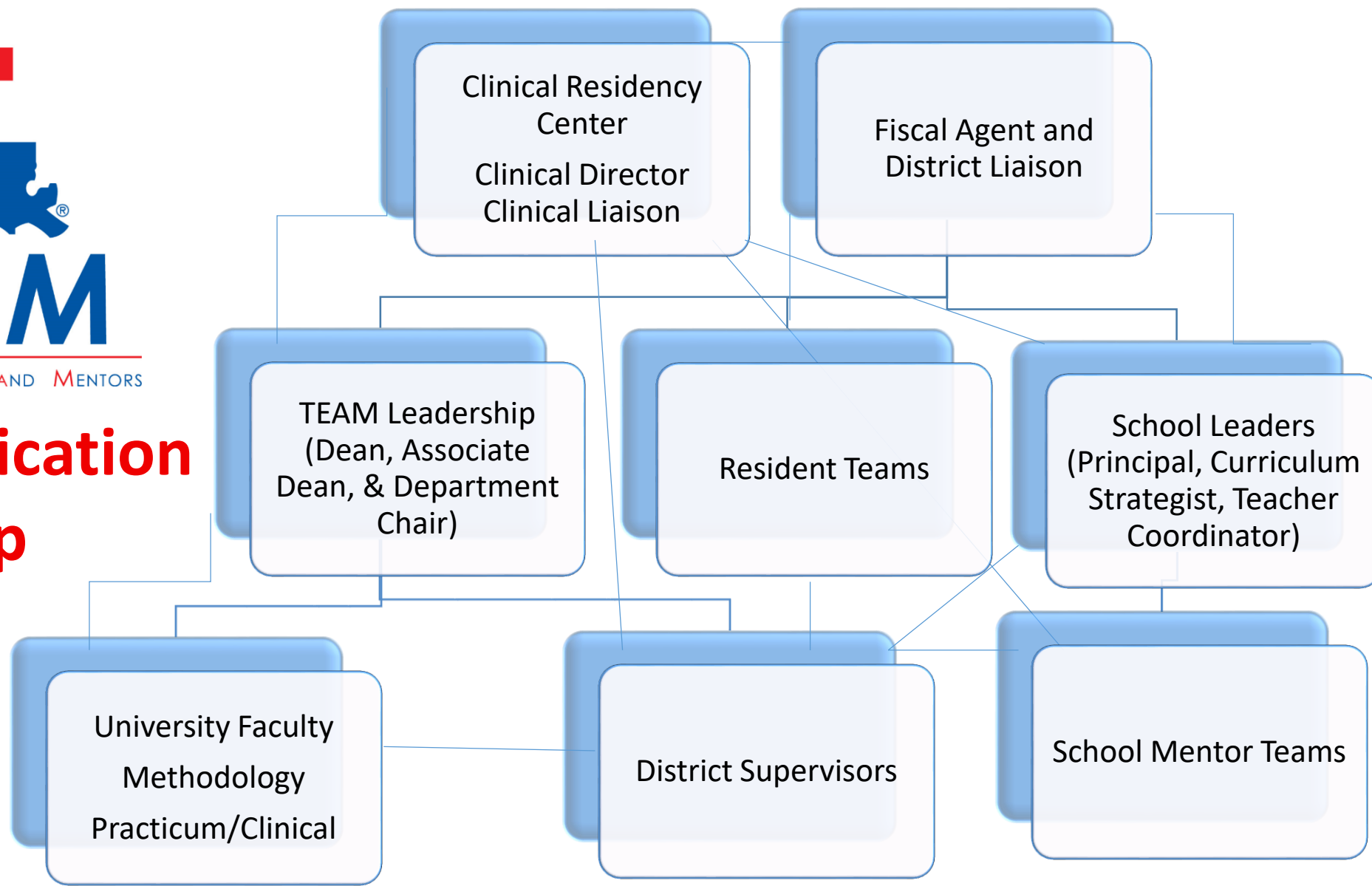
## Lessons Learned

1. More Similarities - Same Page Faster
2. Fall Friction – Divide and Conquer
3. School TEAM dynamic matters
4. Communication is Key!





# Communication Map



Undergraduate Residency Statistics	District Growth
<b>2014-2015</b> 11 candidates 2 schools	1.Lincoln Parish
<b>2015-2016</b> 20 candidates 5 schools 100 mentors trained	1.Lincoln Parish 2.Ouachita Parish
<b>2016-2017</b> 50 candidates 11 schools 100 mentors trained	1.Lincoln Parish 2.Ouachita Parish 3.Monroe City Schools
<b>2017-2018</b> 70 candidates 15+ schools	1.Lincoln Parish 2.Ouachita Parish 3.Monroe City Schools 4.Caddo Parish Schools

## Growing Across the North Louisiana I-20 Corridor





*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>2016-2017 Stipend Support</b>	<ul style="list-style-type: none"> <li>Mentor/Resident Stipends</li> </ul>
<b>2016-2017 Transition Grant \$25,000</b>	<ul style="list-style-type: none"> <li>Establishment of Clinical Coordinator to support Clinical Director</li> <li>Research, Mentor Training, etc.</li> </ul>



# The TEAM Model

## Teacher Educators & Mentors

2014-2015	2015-2016	2016-2017	2017-
<ul style="list-style-type: none"> <li>Research-based framework for residency program - TEAM Model</li> <li>Clinical Liaison role developed</li> <li>1<sup>st</sup> Year Pilot of Elementary Clinical Residents</li> <li>1 school district/2 schools</li> </ul>	<ul style="list-style-type: none"> <li>Co-Teaching</li> <li>Mentor Training</li> <li>Elementary program redesign</li> <li>Table Talks</li> <li>District Liaison</li> <li>The Louisiana Tech Clinical Residency Center</li> <li>Danielson Framework for Teaching Evaluation Tool</li> <li>Pre/Post Conferences</li> <li>Elementary – edTPA pilot year</li> <li>CRC Action Research Plan</li> <li>2<sup>nd</sup> Year Pilot of Elementary Clinical Residents</li> <li>1<sup>st</sup> Year Pilot of Secondary Clinical Residents</li> <li>2 school districts/5 schools</li> </ul>	<ul style="list-style-type: none"> <li>Inclusive Elementary Program</li> <li>All Elementary Programs Implemented Residencies in 2016-2017</li> <li>2<sup>nd</sup> Year Pilot of Secondary Clinical Residents</li> <li>Co-Teaching Journaling</li> <li>Elementary – full implementation of edTPA</li> <li>Secondary- pilot year</li> <li>U.S. Secretary of Education Bus Tour Visit</li> <li>Site for National Field Experience Conference</li> <li>School leader guidelines in TEAM Model</li> <li>Redesign of MOUs</li> <li>3 school districts/11 schools</li> </ul>	<ul style="list-style-type: none"> <li>Secondary program redesign</li> <li>Virtual Mentoring/Coaching</li> <li>Secondary – full implementation of edTPA</li> <li>Integrating urban school district to provide more diverse clinical placements</li> <li>Establishing TEAM Model recruitment plan in high schools</li> <li>Clinical Styles Inventory</li> <li>4 school districts/15+ schools</li> </ul>



# Key Elements of The TEAM Model

1. Mentor training and full-year professional development/support
2. The development of a new TEAM member, the Clinical Liaison
3. Mentor/Resident - St. Cloud State University Co-Teaching Model
4. School/district leadership TEAM roles in the preparation of new teachers
5. Bi-Weekly School Site Collaborative Meetings – School Cohort Teams
6. TEAM Evaluation System – Inter-Rater Reliability – Danielson Framework
7. Residency Framework: Elementary 100%/Secondary 60%-80% of Year







# Our 2016-2017 Clinical Residents!





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