

Consortium Minutes  
December 14, 2007

Welcome by: Mark welcomed everyone and told them “I like your work.”

Mark did the folder browse-by.

Dan Morgan: Supporting and Retaining New Special Education Teachers in Utah

1) The challenge: What the data tells us

There are 291 new special education teachers this year. They are “BSNs” – “brand spanking new” teachers. There are several unlicensed new special education teachers. This year, 49.8 are unlicensed. This means they are on letters of authorization, interns, ATP students, etc. The retention trend decreases as the number of years the teachers are teaching increases. The numbers have improved over the last few years.

2) The response: What Districts are Doing to Support New Teachers

Sandy Cook, Cache District: She enlisted coaches from the district to help her with her responsibilities. There are six coaches that deal with 35 new teachers.

Marilyn Runolphson – Weber district –

Paula Kashiwaeda – Ogden District – used fruit to describe their district’s program

Gayle Baker & Jolene Bell – Davis District – New teacher strand with objectives.

Sheila Hurst, Linda Salibary, Charlotte ? – Tooele District - work together with general ed to help the new teachers

Dione Burnett – Salt Lake District – learned so much from state wide information.

Enhance coaching ability. District blog.

KathyJohanson & Sharon Johnson – Granite District – 4 master teachers are released half day to act as coaches. Working on making a collaborative community with their teachers

Peggy Childs – Washington District – 25% of their special ed teachers are ARL teachers. So a summer “boot” camp for new teachers. Created a cohort coaching model.

Differentiating with 3-tiers of coaching. Worked on building groundwork for common practices for teachers.

Cheryl Hosteller – Jordan District – They have mentor leaders. Hired 3 master teachers who had retired to come back part time and work with new teachers.

Tanya Toles – Alpine District – put together a New Teacher Resource Manual, plus mentors within the school

Marvel Tykerson – Nebo District – SPA – specialized professional activity. They offer a spa day that is relaxing, rejuvenating and a renewal.

3) In their own words: questions & answer from a panel of New Special Education Teachers. Panel made up of: Stephanie Bowen, Mindi Wickle, Debbie Palm, April Usvain, Nicole Legrow, Susan Sudbury, Sherry Day. They all appreciated the support they have received from their mentors and from their districts. The ability to come together with other teachers and share information helps new teachers, chance to share ideas and learn new stuff. Remember that new teachers are a work in progress and don’t give up on them.

4) What the UPDC and USPDG are doing to support new teachers –  
Bruce Schroeder (USPDG) Annual new special education teacher confence, Feb 8 – 9,  
2008 at Provo Marriott. “Running Start” a 3 week program starting in the summer to help  
brand new teachers, just hired.  
Ginny Eggen (UPDC) – We work for you! We support what you do.

Dismissed at 12:00 noon.