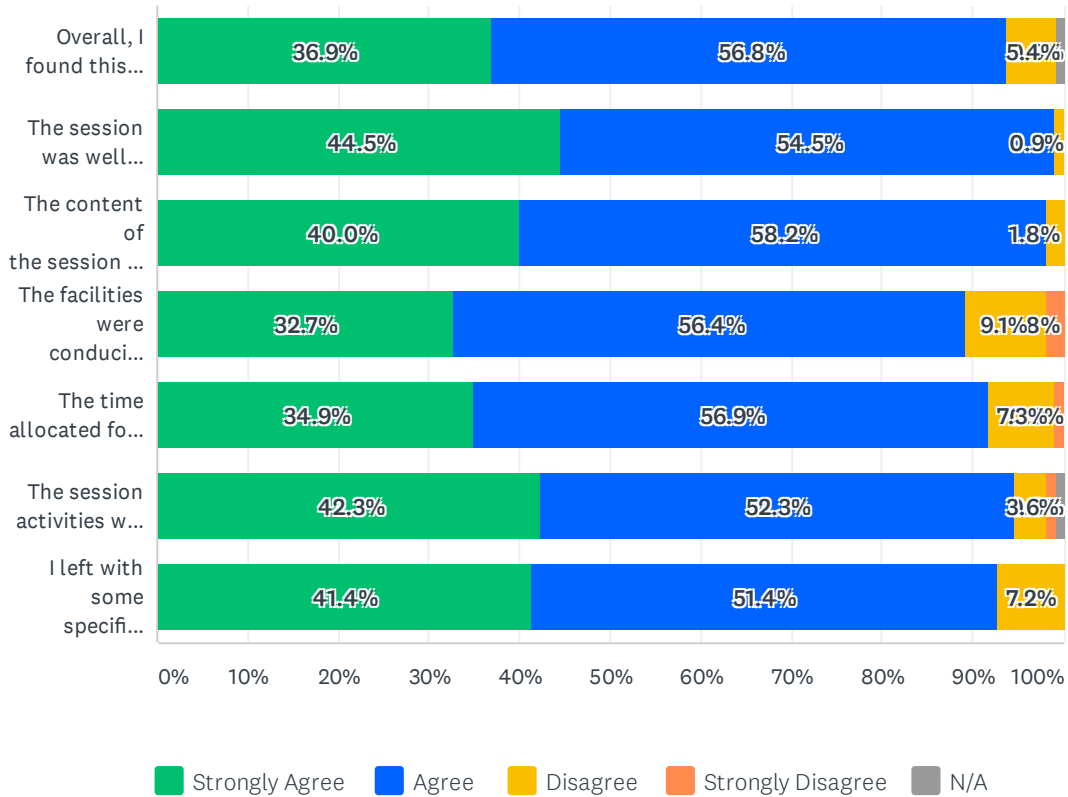


Q1 Please select the item that best matches your opinion about Monday's Mentor Forum.

Answered: 111 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
Overall, I found this training to be a valuable experience.	36.9% 41	56.8% 63	5.4% 6	0.0% 0	0.9% 1	111	3.32
The session was well organized and conducted professionally.	44.5% 49	54.5% 60	0.9% 1	0.0% 0	0.0% 0	110	3.44
The content of the session was relevant and appropriate.	40.0% 44	58.2% 64	1.8% 2	0.0% 0	0.0% 0	110	3.38
The facilities were conducive to learning.	32.7% 36	56.4% 62	9.1% 10	1.8% 2	0.0% 0	110	3.20
The time allocated for each session activity was appropriate.	34.9% 38	56.9% 62	7.3% 8	0.9% 1	0.0% 0	109	3.26
The session activities were sufficiently interactive with opportunities to strengthen my mentoring skills.	42.3% 47	52.3% 58	3.6% 4	0.9% 1	0.9% 1	111	3.37
I left with some specific ideas to apply in my work as a CIT Lead Teacher-Mentor.	41.4% 46	51.4% 57	7.2% 8	0.0% 0	0.0% 0	111	3.34

Q2 What did you feel were the strengths of this Mentor Forum session?

Answered: 101 Skipped: 10

#	RESPONSES	DATE
1	Working in small groups. Enjoyed the book/practice/discussion with Tammy	12/11/2019 9:37 AM
2	I really liked the breakout sessions. It is good to have time in a smaller group to discuss strategies to improve my practice as a mentor.	12/1/2019 7:37 PM
3	Discussion of how to interact with interns that may be at risk of losing jobs/being displaced.	11/25/2019 8:43 AM
4	How well prepared the leader of my break out group was! She was clearly so invested in her topic that it was contagious. She shared great video clips and organized a great opening activity!	11/24/2019 6:29 PM
5	It was helpful to sit with others that are doing the same thing I am this year to discuss current situations.	11/24/2019 2:58 PM
6	Meeting in our Collegial Circles for the Book Talk was valuable time and time well spent. It was very organized and useful ideas were shared to share with our interns/professional support.	11/22/2019 3:57 PM
7	collaborative groups	11/22/2019 3:45 PM
8	The group sessions had great instructors	11/22/2019 3:44 PM
9	Like the chosen breakout sessions	11/22/2019 3:14 PM
10	Having time to talk about current events in the district and their impact on our interns and on us.	11/22/2019 2:49 PM
11	The breakout groups	11/22/2019 2:32 PM
12	Being able to breakout in our focus groups and collaborating with other mentors.	11/22/2019 2:23 PM
13	Openly speaking about the concerns of teachers with the budget and positions, and Stefan's humor added to give everyone a little comic relief!	11/22/2019 2:15 PM
14	the break out session was great	11/22/2019 1:17 PM
15	Breaking off into groups and talking and working, and an early dinner!	11/22/2019 1:08 PM
16	When we were broken down into smaller groups for professional development, it was nice to have an opportunity to get to know our peers.	11/22/2019 12:04 PM
17	Group update was on spot. Work session was enjoyable and informative.	11/22/2019 11:54 AM
18	Sitting at tables with other Mentors generating some talking points to use with new teachers. Presenting Quality Questions as Action Research with other colleagues.	11/22/2019 11:47 AM
19	working directly and listening to peers and their experiences and how to situations	11/22/2019 11:29 AM
20	SWW was a great setting! The info regarding our current budget and interns was very useful. DJ always presents professionally and informative.	11/22/2019 11:23 AM
21	The break-out sessions were valuable. Watching the video and discussing the contents with my peers led to some in depth conversations about the use of follow up questions, and open ended questions,	11/22/2019 11:17 AM
22	I like the location and breakout sessions. Donna Johnson was great, and was well prepared. I'm excited to continue to share resources.	11/22/2019 11:14 AM
23	I liked that we were split into smaller learning communities.	11/22/2019 11:05 AM
24	collaborating with other mentors of various grades	11/22/2019 10:33 AM
25	The breakout session (Cultural Relevance) was well organized and useful.	11/22/2019 10:32 AM
26	While I understand that we needed to talk about the budget issues, I would have liked more time with Tammy Shaw.	11/22/2019 10:20 AM
27	I really liked the new structure- beginning with Stefan and then having a break out session of our choice!	11/22/2019 10:06 AM
28	seeing and connecting with colleagues.	11/22/2019 10:03 AM
29	working with our groups	11/22/2019 9:55 AM

30	very well organized.	11/22/2019 9:54 AM
31	The speech staff being able to sit together. Breaking out into our work sessions.	11/22/2019 9:52 AM
32	Getting into our small groups and discussing our books.	11/22/2019 12:04 AM
33	Break out sessions for action research	11/21/2019 3:36 PM
34	I really appreciated being in the learning focused conversations PD, it really helped me think about my work as a mentor and how to best help my mentee. I have always struggled with what's the best way to approach or say something and this PD really helps me move out of the consult part of the continuum where I am a majority of the time and helps me push my mentees to become better problem solving educators.	11/21/2019 1:19 PM
35	Information presented and the support of coworkers	11/21/2019 12:32 PM
36	I really like how we are now doing "break out" sessions where we have an opportunity to learn more about a specific topic/book we have chosen.	11/21/2019 11:09 AM
37	updates	11/21/2019 9:49 AM
38	Part II was very useful. Part I could have been shorter in length. I found most people around me just used the time to talk about random stuff. Not meeting specific.	11/21/2019 9:16 AM
39	Learning focus conversation and using a third point to drive our conversation.	11/20/2019 7:48 PM
40	Breaking out into smaller groups	11/20/2019 7:36 PM
41	The session I attended was very focused and interactive. Being able to practice strategies for conferencing with interns was great.	11/20/2019 4:47 PM
42	I like the group sessions.	11/20/2019 2:47 PM
43	Time to talk and share mentor/intern concerns and successes with Mentors at my table in the gym. Small groups within the breakout sessions. The breakout session I selected will be useful to share ideas and practices with my intern.	11/20/2019 12:20 PM
44	learning how to speak to interns as well as students	11/20/2019 12:02 PM
45	I liked that we were able to break up in more manageable groups. I appreciated strategies and candid conversation about potential layoffs.	11/20/2019 11:06 AM
46	the role playing and allowing the group to help a distressed teacher. We were able to offer support, strategies, reflection and direction.	11/20/2019 9:26 AM
47	Breakout room for our group	11/19/2019 11:08 PM
48	Addressing the budget issue.	11/19/2019 3:42 PM
49	Breaking into the smaller groups.	11/19/2019 3:30 PM
50	Breaking into groups for individualized instruction.	11/19/2019 3:02 PM
51	Talking to interns about concerns with layoffs collaborating with colleagues during the PD session	11/19/2019 2:45 PM
52	I thought it was appropriate to bring up current district issues. The interns (as well as newer teachers) seem stressed about these situations and it's important to have language and information ready to share with them. So, thank you for addressing those concerns.	11/19/2019 2:35 PM
53	interacting with other mentors for good ideas	11/19/2019 1:54 PM
54	The session was informative and also effective in that it related to current concerns we all share.	11/19/2019 12:32 PM
55	Break out sessions by mentor choice/interest	11/19/2019 12:08 PM
56	The small group work surrounding the books was great! Tammy's info was really relevant to expand our learning from the reading assignment. Activities were valuable and well executed. Tammy was flexible in her time and presentation to allow the group to get the most out of the experience. Being able to sit with fellow school psychologists during the first part of session was very useful!	11/19/2019 11:39 AM

57	Having opportunities for discussions and feedback about the current state of RCSD.	11/19/2019 11:28 AM
58	The break-out sessions were well done. Having our own rooms to discuss and examine issues/content was helpful.	11/19/2019 11:16 AM
59	Great! They are getting more concise and to the point. Love it!	11/19/2019 11:13 AM
60	Talking with colleagues	11/19/2019 11:11 AM
61	Too much time spent in intro session.	11/19/2019 11:03 AM
62	Just getting the chance to talk to other mentors and hear their experiences and point of view as well as advice or strategies they had to offer.	11/19/2019 10:41 AM
63	Working with other mentors of various experience.	11/19/2019 10:29 AM
64	Sharing information about the Districts Financial situation	11/19/2019 10:04 AM
65	Coming together in the beginning to discuss the impending layoffs and addressing that with our interns.	11/19/2019 10:03 AM
66	The book discussions were awesome!	11/19/2019 9:50 AM
67	Location	11/19/2019 9:49 AM
68	Getting to meet other teachers during the breakout session	11/19/2019 9:48 AM
69	Very informative. Glad to work on specific topics in our professional development groups.	11/19/2019 9:47 AM
70	I enjoyed the ability to connect with other mentors from our department to ensure that we were all on the same page regarding our interns as well as the opportunity to crowdsource solutions to intern/prof support dilemmas.	11/19/2019 9:27 AM
71	breakout sessions, budget concern discussion	11/19/2019 9:25 AM
72	sitting at table with teachers of similar content area	11/19/2019 9:23 AM
73	Talking about how to talk with our interns about the budget deficit. Our break out group	11/19/2019 9:12 AM
74	The Breakout sessions were great. The Power of Words is so meaningful and the facilitator made it very engaging!	11/19/2019 9:09 AM
75	It is always beneficial to meet with the other mentors from my discipline. Every time we meet as a group, we share ideas and make sure we are all on top of things. Stefan's updates are always helpful. Touching base at these forums is always important.	11/19/2019 9:09 AM
76	Breakout sessions	11/19/2019 9:03 AM
77	I appreciate the ability to get together as mentors. We are all in the same boat and the collegiality we experience as professionals is helpful at these meetings.	11/19/2019 9:01 AM
78	Addressing concerns about the district's budget concerns and potential teacher layoffs	11/19/2019 8:54 AM
79	working in small groups during pd breakouts	11/19/2019 8:53 AM
80	Keeping on time. Discussion of important things currently going on with the district.	11/19/2019 8:49 AM
81	share rubric examples of mentoring	11/19/2019 8:39 AM
82	Good for everyone to hear the same message about the current state of affairs in the district and that we need to keep our focus on the things we can control, our teaching!	11/19/2019 8:38 AM
83	Collaborating with our colleagues.	11/19/2019 8:34 AM
84	Loved the break out group-training was really valuable and time well spent in our learning group. Venue was great.	11/19/2019 8:33 AM
85	Timeliness of the meeting with looming changes; it was nice to have time to discuss with colleagues.	11/19/2019 8:33 AM
86	There was a better use of time than in previous years. We got started almost right away rather than spending the first 30 minutes on eating and social hour.	11/19/2019 8:25 AM
87	great start to sessions	11/19/2019 8:24 AM

88	Break out session was awesome! (CRT & the brain)	11/19/2019 8:18 AM
89	It is good to come together.	11/19/2019 8:10 AM
90	Working with others from my subject area	11/19/2019 7:55 AM
91	Speaking with other mentors and identifying how to handle various situations including a reluctant intern.	11/19/2019 7:42 AM
92	Discussion based on lay off scenarios was a necessary evil. I always enjoy breaking off and meeting new mentors.	11/19/2019 7:41 AM
93	Information Break out session	11/19/2019 7:36 AM
94	Break out groups that we got to choose! This is very beneficial for me and my work with my interns as I am learning something applicable to my needs.	11/19/2019 7:25 AM
95	They addressed the issues that I was the most concerned with - how to talk about the district's budget crisis with my intern, and how first year mentors also go through the stages of the first year teacher.	11/19/2019 7:22 AM
96	I thought it was VERY beneficial being able to break up into our work groups.	11/19/2019 7:20 AM
97	Being able to hear what other Mentors are thinking & how they would address "Luis".	11/19/2019 7:09 AM
98	Pace, moves quickly and efficiently	11/19/2019 7:07 AM
99	facts/info re. layoffs, small group break out sessions on a topic we can use	11/19/2019 7:00 AM
100	The time to share out with in the group as needed. We learn from each other.	11/19/2019 6:08 AM
101	Time to work with colleagues. Small break out sessions.	11/19/2019 6:04 AM

Q3 What might help you get the most out of our Mentor Forums?

Answered: 94 Skipped: 17

#	RESPONSES	DATE
1	The updates are important but it is always difficult to remain engaged when we are in a large group. It might help to make the update time shorter and give written updates when possible.	12/1/2019 7:37 PM
2	Love the small groups... keep them going.	11/25/2019 8:43 AM
3	I like the small group sessions- I like being given "updates" in the whole group, but for the actual work, small group feels the most productive!	11/24/2019 6:29 PM
4	similar things to this layout	11/24/2019 2:58 PM
5	Being fully present, but at times it is hard after a long day with busy kiddos.	11/22/2019 3:57 PM
6	share information I can apply	11/22/2019 3:45 PM
7	More meetings like this that focus on a certain topic.	11/22/2019 3:44 PM
8	Subject area time to share out	11/22/2019 3:14 PM
9	n/a	11/22/2019 2:49 PM
10	I think breaking out into groups like we did.	11/22/2019 2:23 PM
11	I liked when we had a new, common text to bring us all together. Maybe bringing in someone about Educator Resiliency.	11/22/2019 2:15 PM
12	start on time- end on time- food is fine, but my time is more important.	11/22/2019 1:17 PM
13	Love half full group meeting, half smaller group discussions. Much more valuable.	11/22/2019 1:08 PM
14	Some time to interact and discuss our interns within our disciplines.	11/22/2019 12:04 PM
15	If the Kindergarten teachers across from me could have stopped talking for 30 seconds.	11/22/2019 11:54 AM
16	Talking and sharing with other Mentors...	11/22/2019 11:47 AM
17	continue the good work	11/22/2019 11:29 AM
18	Allowing us to sit with colleagues, rather than certification areas.	11/22/2019 11:23 AM
19	1.The use of videos coupled with discussion at various points of the video. 2. A small portion of the forum to converse with peers has been beneficial.	11/22/2019 11:17 AM
20	I think I'm all set. Our group with DJ seems great.	11/22/2019 11:14 AM
21	The presenters in our small group did not seem prepared for the session. We did a couple of opening activities that were unrelated to the learning for the day that felt like time fillers. While we did look at tools that mentors might use with their interns, I wonder if time might have been better spent designing our own tools based on intern needs. It would be cool to start and build on a bank of mentor tools.	11/22/2019 11:05 AM
22	working collaborative with science teachers	11/22/2019 10:33 AM
23	I like the small group interaction.	11/22/2019 10:32 AM
24	More ways to network with people I don't know	11/22/2019 10:20 AM
25	Continued focus on a topic that we choose/book of choice! But combined with an opening from Stefan that keeps us informed of district happenings (especially with the current climate).	11/22/2019 10:06 AM
26	My particular book session was a bit much. It was very heady for such a late time in the day.	11/22/2019 10:03 AM
27	more info to pass on to our interns	11/22/2019 9:55 AM
28	In my session, the presenters talked about mindfulness and mediation. it may be nice to do a one minute mediation as a group before we start meetings. This would keep reminding us to think before we speak to our interns and also help settle us all down after a full day at work.	11/22/2019 9:54 AM
29	I like the 2 hour meetings.	11/22/2019 9:52 AM
30	May be a few minutes of honest feedback from what is happening with other mentors. Sometimes I feel that I am in a bubble on my own and I am not sure I am being helpful I wanted to serve the teachers in anyway possible yet feel incompetent	11/22/2019 12:04 AM

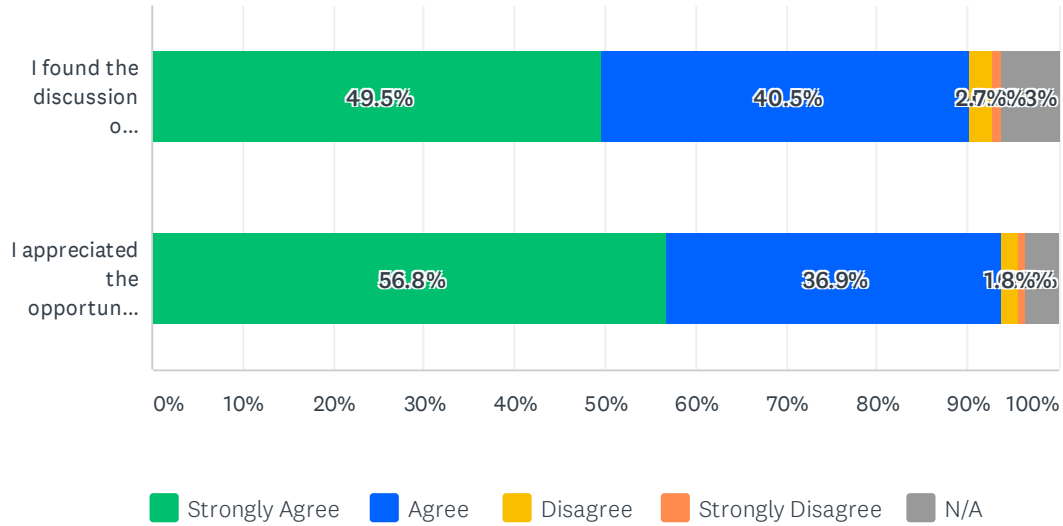
31	not sure	11/21/2019 3:36 PM
32	Continue to participate in the learning focused collegial circle. The conversations were very valuable and really gave me more perspective about which part of the continuum I am working on throughout my time with my intern/professional support.	11/21/2019 1:19 PM
33	Everything seems appropriate at this time.	11/21/2019 12:32 PM
34	Stick to the topic. I'm very tired of the 2016 election bashing! I don't care what someone else thinks or feels about the election. It has nothing to do with being a mentor. It has nothing to do with anything going on at this meeting. It is especially disappointing when the presenters insert it into their presentation. This has happened at every meeting so far this year. Basically, grow up and deal with it!	11/21/2019 9:16 AM
35	Role playing/ watching a mentor intern conversation	11/20/2019 7:48 PM
36	We needed more time with our group	11/20/2019 7:36 PM
37	I just recently got activated so being offered a choice in what session to attend is helpful.	11/20/2019 4:47 PM
38	They're great.	11/20/2019 2:47 PM
39	Continue giving time to discuss topics in small groups and the person next to you. Every session mix up who you sit with so you meet new people and gain different insights and connections.	11/20/2019 12:20 PM
40	continue as is	11/20/2019 12:02 PM
41	I would like to continue with smaller groupings.	11/20/2019 11:06 AM
42	Continued role playing examples.	11/20/2019 9:26 AM
43	The sound in the gym Echoed. It was very hard to hear . The rooms we were in for our groups were a little small for the size of our group . It worked bc only in for a little but if it was longer - it wouldn't have been conducive for the size of the group .	11/19/2019 11:08 PM
44	Not sure.	11/19/2019 3:42 PM
45	N/A	11/19/2019 3:30 PM
46	No food-distracts from learning.	11/19/2019 3:02 PM
47	NA	11/19/2019 2:45 PM
48	The question and answer/current events format is most helpful.	11/19/2019 2:35 PM
49	pairing up with mentors from the same area (special ed tables were split up)	11/19/2019 1:54 PM
50	I believe that the informative sessions combined with a focused learning session is the best way to go. There was time for everything yet time was not wasted.	11/19/2019 12:32 PM
51	Gym was difficult to hear and see from the back during the whole group session	11/19/2019 12:08 PM
52	The first part of the meeting didn't feel very conducive to learning, we got started late and then things seemed rushed; I'd like to see us start on time (maybe that means indicating an arrival time - 4pm and a start time 4:15pm), there were not enough chairs/seats for people and it would have been helpful to have everyone seated and attentive when we started so that side conversations/movements were at a minimum.	11/19/2019 11:39 AM
53	They are usually pretty good and always get useful information.	11/19/2019 11:28 AM
54	In group discussions (discussion at tables) with a large room, it is sometimes hard to hear each other--dividing up into the smaller rooms with smaller groups was nice.	11/19/2019 11:16 AM
55	It was great. My small group lesson was great too.	11/19/2019 11:13 AM
56	More opportunities for focused conversations with fellow mentors in same academic area	11/19/2019 11:11 AM
57	We are able to get updates and distill information with less 'talking with power point info at beginning of session. This is antithetical to how we give info to students.	11/19/2019 11:03 AM
58	Leaving with concrete resources for ourselves and our interns. Networking with others.	11/19/2019 10:41 AM

59	Continuing to work with other mentors of varying experience within my field.	11/19/2019 10:29 AM
60	Dialogue with fellow mentors	11/19/2019 10:04 AM
61	Have a common understanding of new news in the district to best support our interns.	11/19/2019 9:50 AM
62	Not sure....feel like we talk about the same topics. Maybe different forums for new mentors and veteran?	11/19/2019 9:49 AM
63	I'm not sure.	11/19/2019 9:48 AM
64	nothing different	11/19/2019 9:47 AM
65	Nothing additional!	11/19/2019 9:27 AM
66	the facility (gym) was small for everyone to fit.	11/19/2019 9:25 AM
67	na	11/19/2019 9:23 AM
68	Being prepared by reading the required materials. Sitting with people who don't talk over the presenter	11/19/2019 9:12 AM
69	N/A	11/19/2019 9:09 AM
70	More time to meet with those in my discipline.	11/19/2019 9:09 AM
71	have exemplar pieces of status reports	11/19/2019 9:03 AM
72	I feel like things are always rushed. I would like to maybe cover less so it isn't so rushed. Or start on time. Not sure, but it feels rushed :)	11/19/2019 9:01 AM
73	Talking with other mentors.	11/19/2019 8:54 AM
74	more small group work	11/19/2019 8:53 AM
75	More time to discuss and interact with other mentors and time to talk about how things are going with our interns.	11/19/2019 8:49 AM
76	keep format	11/19/2019 8:39 AM
77	Temple!	11/19/2019 8:38 AM
78	More time to interact and hear others situations regarding interns.	11/19/2019 8:34 AM
79	Time with our learning groups.	11/19/2019 8:33 AM
80	Continue meeting in smaller focus groups.	11/19/2019 8:33 AM
81	-	11/19/2019 8:25 AM
82	everyone on schedule	11/19/2019 8:24 AM
83	I am in a group that I got by default, so it isn't very engaging or even what I feel I need for myself or my interns. This is not a reflection on the leader of the group. I tend not to like being in learning groups with most elementary teachers.	11/19/2019 8:10 AM
84	Just to reinforce hope and optimism for our district with our work. I was late to the meeting as my school dismisses late and within 30 seconds the people at my table were complaining of the tedious paperwork they had to complete. Embrace the process ad be part of the solution not the problem!	11/19/2019 7:42 AM
85	More role plays in groups and shared personal experiences that we do during the initial 20 hours.	11/19/2019 7:41 AM
86	More time talking to other mentors	11/19/2019 7:36 AM
87	Not sure if its possible, but would love to meet an hour earlier. Could we break it up into 2 groups, one elementary and one secondary or is there too much crossover?	11/19/2019 7:25 AM
88	I wish there were two sessions - one for early start schools are one for late start schools. The 4-6pm time slot makes for a really long day for early start people, and we might have more brainpower if we could start at 3 and be out by 5.	11/19/2019 7:22 AM
89	Continuing to break up into our work groups!	11/19/2019 7:20 AM

90	Working with the assignment that was given. I did all the readings & felt like it was a waste of my time & not needed for the Forum.	11/19/2019 7:09 AM
91	More discussion around what is working and what is not.	11/19/2019 7:07 AM
92	time with other mentors to discuss solutions	11/19/2019 7:00 AM
93	Everything was great.	11/19/2019 6:08 AM
94	Do more of these type.	11/19/2019 6:04 AM

Q4 Please evaluate the following session activities. Narrative comments are especially valuable.

Answered: 111 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I found the discussion of "How to Talk with New Teachers about the RCSD Budget Crisis" useful and/or valuable.	49.5% 55	40.5% 45	2.7% 3	0.9% 1	6.3% 7	111	3.48
I appreciated the opportunity to celebrate and problem-solve with mentors in my subject area/grade level/special area.	56.8% 63	36.9% 41	1.8% 2	0.9% 1	3.6% 4	111	3.55

Q5 During the first part of tonight's Forum, you were asked to propose talking points for discussing the RCSD Budget Crisis with new teachers.

Please share any talking points that might be helpful to other mentors having these discussions. (See the relevant slides from today's Forum at www.rcsdk12.org/Page/53265).

Answered: 63 Skipped: 48

#	RESPONSES	DATE
1	All were covered... stress UNCERTAINTY, not a definite.	11/25/2019 8:46 AM
2	Keep in mind there are things in our control and things that are not- so focus on the things we do have control over and not those we don't.	11/24/2019 2:59 PM
3	*Providing interns with facts and nothing more *Reassuring interns that you will find out any info. they may need/want *Being sensitive to their concerns & showing compassion to them *Being the rock that they need *Being a good listener *Focusing on the positive things they do and reassuring that they are worthy of our students daily	11/22/2019 4:08 PM
4	n/a	11/22/2019 3:46 PM
5	Nothing is set in stone and we are short educators.	11/22/2019 3:45 PM
6	Have interns stay focused on their students Email RTA with seniority status	11/22/2019 3:15 PM
7	It is good to have guidance when dealing with our interns and the budget crisis so we know if we are saying the right things.	11/22/2019 2:26 PM
8	I don't have any interns at this time but push in to a former intern's room and I shared that in a discussion with her I told her to find out her seniority from RTA to try to give her some peace of mind. Other intervention teachers at my table were concerned about their positions and about not having interns now or in the future. So our conversations led us there.	11/22/2019 2:25 PM
9	Don't believe rumors, believe it when you see it.	11/22/2019 1:09 PM
10	Fortunately, our department is not have layoffs as we are under staff at this time.	11/22/2019 12:05 PM
11	Get your number from RTA	11/22/2019 11:54 AM
12	Don't tell them anything that is not true or spread any rumors.	11/22/2019 11:49 AM
13	My intern did not bring up the the budget crisis and neither did I. When the topic was announced during the forum, I instantly thought to myself," huh oh,I didn't talk to her about that." I was relieved to learn that my decision was the better one. I did learn from my colleagues at the table, that my intern is eligible to apply for unemployment benefits. This is information I can pass on if it becomes relevant.	11/22/2019 11:42 AM
14	Use of, Continue to focus on work, Communication with colleagues will only heighten your anxiety Wait for further discussion We all do not have any idea what and when things will surely happen Make sure to not make this the center of your daily conversations How do you feel you can prepare for what can happen? Are you open to new places, schools districts	11/22/2019 11:31 AM
15	Avoid social media posts and comments.	11/22/2019 11:25 AM
16	We understand that this is stressful, but don't panic. Try not to listen to gossip from fellow school staff. Until there is official word from the district or RTA, no one knows what will happen with cuts, etc.	11/22/2019 10:35 AM
17	i found the talk on the pd incentive to be at the bottom of my list - i am much more concerned about job loss and healthcare than i am about a pd stipend - my thoughts are that we, as professionals, should be partaking in pd regardless of the \$	11/22/2019 10:34 AM
18	No one know anything, it's all a guess.	11/22/2019 10:21 AM
19	I know you are concerned about the budget crisis- what rumors have you heard? You need to hear them all in order to debunk some of them. Starting off with the word rumors seems to help reduce tension upfront. The lack of news on what positions are being reduced is creating a vacuum for all kinds of rumors and panic. Some you can respond to using information in the contract on how seniority works. Then you get the following: in the last week current, and former, interns of mine have shared- "i heard a RTA rep said they plan to lay off all the district PE teachers and make the classroom teachers do PE" I also heard versions of this with art, music... "I heard they are going to close several schools and not wait until June" "I heard they cannot make payroll and we will not get paid" "i heard they are going to go bankrupt" etc....	11/22/2019 10:14 AM
20	As much as possible, maintain your focus on our kids and their families.....it's very easy to get off track but that's a huge distraction and takes away from our purpose.	11/22/2019 10:07 AM
21	stay calm and carry on...	11/22/2019 9:55 AM

22	I thought this was very helpful. Three of my interns were beginning to ask questions about the budget crisis that I didn't feel prepared to discuss with them.	11/22/2019 9:53 AM
23	I shared regarding the status report and mixed feelings because there were areas I saw were ineffective yet my mentee is trying. I had difficulty deciding if she was ineffective or developing. May be discussing the status report with our small group first before we hand it in is something helpful.	11/22/2019 12:15 AM
24	My group discussed how important it is to be realistic about the situation, but that things in RCSD change frequently. New teachers should stay informed but also focused on the students and their immediate job. It's not over until the fat lady sings.	11/21/2019 3:45 PM
25	I liked the staying focused on the students part. I think it is essential that we remember why we are here in the first place.	11/21/2019 1:22 PM
26	I enjoyed the suggestions offered and will use those; i.e., referring to Adam's update, the superintendent's statement, etc.	11/21/2019 12:33 PM
27	Don't bring it up with your mentor.	11/21/2019 9:17 AM
28	Address it only if they bring it up. Focus on the students. Admit the uncertainty	11/20/2019 7:39 PM
29	Being honest but reassuring. Encouraging interns to keep the focus on the children they are teaching. Think positive!	11/20/2019 4:59 PM
30	We have a strong union.	11/20/2019 2:47 PM
31	Please email RTA, don't call, for the most up to date list on seniority. RTA (at Rep assembly on 11/19) asked that only RTA members with 5 years of less contact RTA by email to find out seniority. Any officer such as Martha, Amie, Margaret will assist in this area.	11/20/2019 12:25 PM
32	just focus on making it through one day at a time. You cant stress what you cant control.	11/20/2019 12:04 PM
33	We discussed how the Union will be a resource, and that teachers should focus on their practices right now.	11/20/2019 11:08 AM
34	n/a	11/20/2019 9:59 AM
35	There are currently many unfilled teaching positions so if there are layoffs the number will be significantly lower than expected.	11/19/2019 3:44 PM
36	I have been framing discussions from a "proactive," "practical," and "positive" point of view."	11/19/2019 3:11 PM
37	Reassuring interns and keeping them focus and calm during this hardship	11/19/2019 2:47 PM
38	being supportive and calming their nerves	11/19/2019 1:56 PM
39	I think all helpful talking points revolve around domain 4 as it pertains to our professional responsibilities. I find that this is a good place to start, especially if teachers/staff are concerned about their positions. We want to shine and do our very best so we should work hard to stand out in a positive way.	11/19/2019 12:36 PM
40	--Health care benefits and PD stipends are contractual; no changes to these can be made without ratifying a new contract. --Lay-off threats are being discussed with the Union. More info on this soon. --We don't know where or who will exactly be targeted with layoffs. Many new teachers may actually not be in danger of losing their positions. Contract sub positions are another thing...	11/19/2019 11:20 AM
41	I think the most important talking point is to help interns understand the variability in the district and that there is no reason to overreact until there is a formal statement made. Let the big leagues work it out, before you panic. If one of my interns panics at all I will refer them to Adam's message(s), as the positive side.	11/19/2019 10:45 AM
42	Stay positive and continue to encourage	11/19/2019 10:04 AM
43	Vacant positions will be cut first, and there are many throughout the district. Cuts are made district wide, so there's no way to predict how they will impact each building. Stay calm and try to maintain day to day normalcy.	11/19/2019 9:51 AM
44	Was not present. School dismisses at 4:30	11/19/2019 9:50 AM

45	Just focus on the students	11/19/2019 9:49 AM
46	No additional input	11/19/2019 9:28 AM
47	n	11/19/2019 9:23 AM
48	The 'Stay calm and carry on' attitude was very helpful. I've had 4 former interns write to me worried about losing their jobs. I don't see that happening. People are really panicking and although I've been pretty chill about it, it's really nice to hear that Stefan and others recommend doing the same.	11/19/2019 9:20 AM
49	I especially appreciated the emphasis on the "wait and see" approach. We truly know nothing about exactly what will happen and will take place. Emphasizing that we've been here before and things do work out. Emphasizing not listening to the rumor mill and wait until you have credible information really helps. Presenting as a calming force is always appropriate.	11/19/2019 9:03 AM
50	I use the uncertainty line - because it is true	11/19/2019 8:55 AM
51	I keep telling my intern that it is important to trust the process and though it may be easier said than done, to not spend precious time and energy on worry about the things we cannot control. I also advised her to have a conversation with her schools parent liaison and see if there are parents that they reach out to so if there is a situation where she needs support they are already on board and ready.	11/19/2019 8:52 AM
52	My intern is very concerned about the budget situation and asked if she should be looking for another position. I told her that it's not going to hurt to know where there are openings in the area. I'm glad she's thinking about the issue proactively, however, I'm saddened that she is struggling with this news. She could have taken a job in another district and not had to deal with the uncertainty of losing her position mid-year. She felt passionate about working in the city school district; now she is feeling like she has placed herself in a vulnerable position.	11/19/2019 8:39 AM
53	Focus on the things we can control, that being our teaching and give the attention to our students.	11/19/2019 8:39 AM
54	-we just really just talked about that things have to be approved by the RTA and that although it is ok to feel upset and to worry, we do have a strong union who does support us and will advocate for our rights during these stressful times -focusing on the kids and the work does help, what is in front of us in the only thing we can control	11/19/2019 8:36 AM
55	that there are many variables that GO INTO THE DETERMINATION OF LAYOFFS	11/19/2019 8:25 AM
56	I missed this.	11/19/2019 7:43 AM
57	We felt that our reactions would have to vary based on what our interns were feeling.	11/19/2019 7:42 AM
58	Be patient	11/19/2019 7:38 AM
59	I have none lol. That's why that part of the forum was so valuable for me.	11/19/2019 7:23 AM
60	Things changes constantly. Don't worry until you have to!	11/19/2019 7:21 AM
61	Primarily that in a situation like this we validate their worries but then help them understand better safe than sorry in softer terms...because the uncertainty is great. By this I mean, when my intern asked and the two of us discussed the situation, she wondered if she should be looking for a job. I told her that while there is no way to tell what will actually happen and where it will occur, having feelers out as back up could never hurt. (ENL *can* be a saving grace in these times, due to being a mandated service, but I don't advise sitting back and having zero thoughts of plan B either!)	11/19/2019 7:13 AM
62	.	11/19/2019 7:00 AM
63	Explaining the term "bumped" and how/ why it can happen.	11/19/2019 6:11 AM

Q6 Please comment further on any of the session activities above (optional).

Answered: 31 Skipped: 80

#	RESPONSES	DATE
1	While I appreciate the food so much, the end of the day is a hard time for everyone. I think I would prefer skipping the food and just powering through the sessions. Maybe just some drinks that people can have?	11/24/2019 6:30 PM
2	NA	11/22/2019 4:08 PM
3	N/A	11/22/2019 3:45 PM
4	It is good to be able to problem solving with other mentors in our area. Even if we aren't struggling with those issues, we can help others and/or we will know how to deal with it in the future.	11/22/2019 2:26 PM
5	I am a little nervous about presenting at the next forum when I'm not sure exactly what to present.	11/22/2019 1:09 PM
6	SWW was a great venue. Food was fabulous, as usual!	11/22/2019 11:25 AM
7	I enjoyed the breakout sessions. The food was great :)	11/22/2019 10:35 AM
8	Tammy Shaw is a terrific resource and asset!	11/22/2019 10:21 AM
9	I was expecting something different with the going over our books. It was good but it was something I could have done on my own time. I had a great book and thought it would be more rigorous and relevant to the district's expectations I did enjoyed it but had a different idea in my mind	11/22/2019 12:15 AM
10	no further comments	11/21/2019 3:45 PM
11	No more 2016 election/President bashing. Has nothing to do with these meetings.	11/21/2019 9:17 AM
12	I have to be honest here - The "reluctant intern" video and follow up activity was so well done! So on point, and it was a fantastic way to put us to the test in practicing our new mentor skills.	11/20/2019 4:59 PM
13	DJ runs a good session. The room was too small.	11/20/2019 12:25 PM
14	great!!	11/20/2019 12:04 PM
15	thank you for the assistance.	11/20/2019 9:59 AM
16	Sure it's hard to get a place for us to meet but the parking was not adequate - and both places we met - gym the sound from mic was echoing and almost screaming. Breakout room was too small for the amount in our group. Hard to get by people without inconveniencing many people . I would like more time to share with fellow Mentors . Literally had a few min to complete the start up questions. I know time is of essence but perhaps that's when the most learning also occurs in hearing others way of handling concerns and how they have addressed would be appreciated .	11/19/2019 11:12 PM
17	NA	11/19/2019 2:47 PM
18	The information covered was interesting and timely which was appreciated, in the case of our department the conversation is a bit broader as we are unlikely to be directly impacted by the budget crisis but certainly need to be prepared for what could be a changing landscape in our district as a result; having the time to talk directly with the other school psych mentors regarding this situation was very useful.	11/19/2019 11:41 AM
19	I was wondering how the break out groups would go, but I am glad I picked the one I did. It was great. I think I will get some good information out of it and add some things to think about when I mentor.	11/19/2019 11:16 AM
20	I am truly looking forward to learning more about how to implement proactive classroom systems.	11/19/2019 10:45 AM
21	I think that it's just awful that new teachers have to worry about the uncertainty of having a job or not at the end of each year. That's why they leave	11/19/2019 9:49 AM
22	No additional input	11/19/2019 9:28 AM
23	n	11/19/2019 9:23 AM
24	Our break out session was much better organized and engaging than I'd expected it to be. I	11/19/2019 9:20 AM

	was pleasantly surprised.	
25	Already commented	11/19/2019 9:17 AM
26	Discussions with colleagues are always the most valuable part of all forums	11/19/2019 8:55 AM
27	I wish we had more time with out colleagues. Though our breakout session is interesting I feel talking with other colleagues is more valuable.	11/19/2019 8:52 AM
28	NA	11/19/2019 8:25 AM
29	Excellent professional experience as usual!	11/19/2019 7:42 AM
30	N/A	11/19/2019 7:21 AM
31	.	11/19/2019 7:00 AM

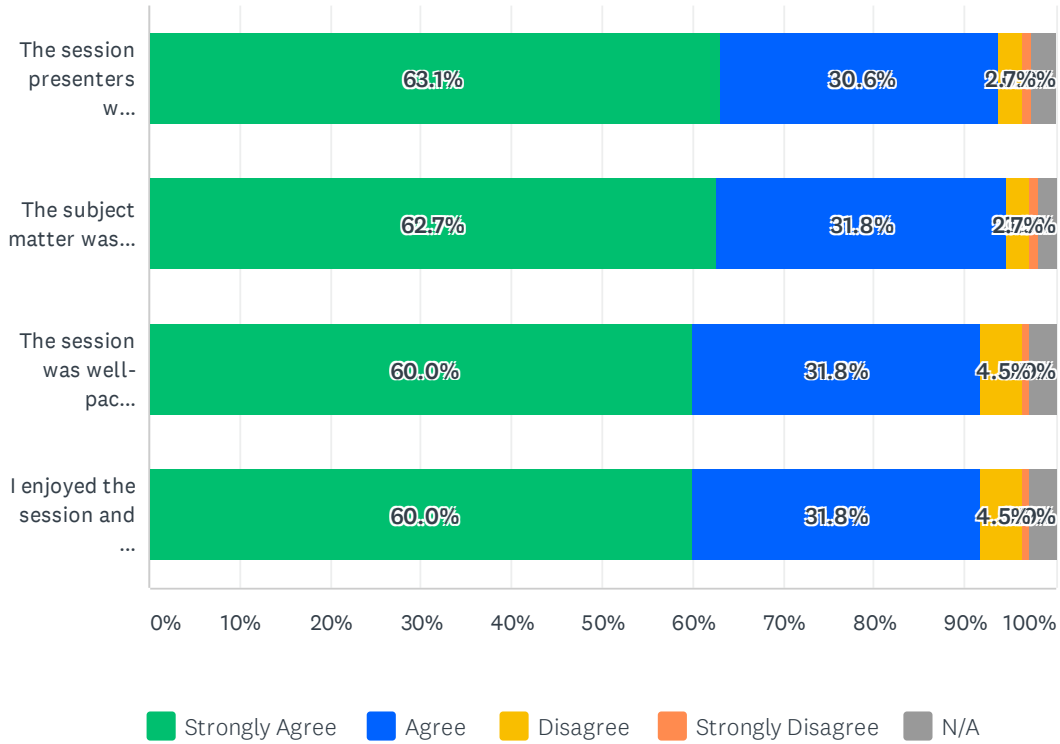
Q7 Which CIT Mentor Forum Session PD did you attend tonight (November 18, 2019)?

Answered: 111 Skipped: 0

ANSWER CHOICES	RESPONSES	
Facilitating Intern's Growth in Classroom Environment using Danielson Rubric with Patty Pugliese and AnnaMaria Leone-Tobar	9.9%	11
Culturally Responsive Teaching & the Brain with Sonja Griffin and Kim Siracusa	10.8%	12
Learning Focused Conversations - Part Two with Katy Arzuaga and John DeGrandis	14.4%	16
Mentoring Through All Phases with Stefan Cohen	11.7%	13
Power of Their Words with Tammy Shaw	19.8%	22
Proactive Classroom Systems with Donna Johnson	19.8%	22
Quality Questioning with Cassandra Dearing	13.5%	15
I did not attend this Mentor Forum Session PD	0.0%	0
I don't know!	0.0%	0
TOTAL		111

Q8 Please rate the Mentor Forum PD Session you attended. Narrative comments are especially valuable.

Answered: 111 Skipped: 0



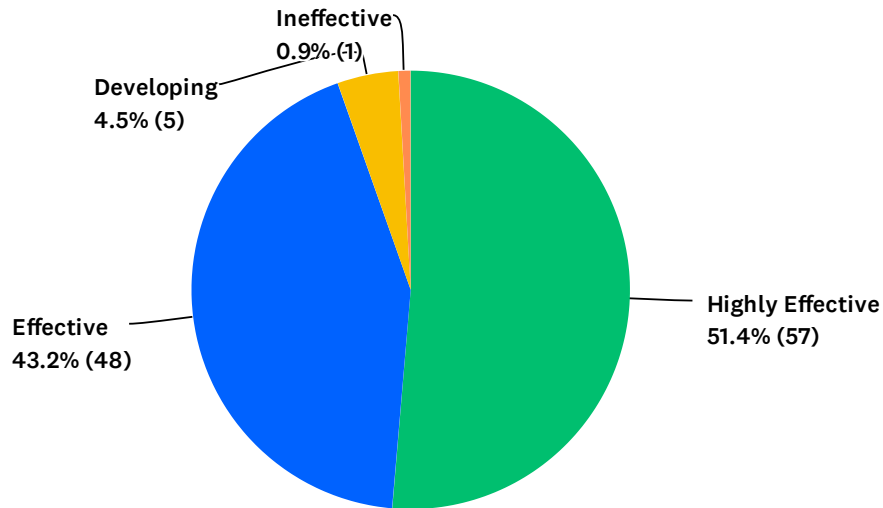
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
The session presenters were engaging and effective.	63.1% 70	30.6% 34	2.7% 3	0.9% 1	2.7% 3	111	3.50
The subject matter was relevant and useful.	62.7% 69	31.8% 35	2.7% 3	0.9% 1	1.8% 2	110	3.53
The session was well-paced and sufficiently interactive.	60.0% 66	31.8% 35	4.5% 5	0.9% 1	2.7% 3	110	3.45
I enjoyed the session and am looking forward to the next one.	60.0% 66	31.8% 35	4.5% 5	0.9% 1	2.7% 3	110	3.45

#	PLEASE COMMENT FURTHER ON YOUR PD SESSION (OPTIONAL):	DATE
1	The session was a good time to talk about what the first months of mentoring are like and some of the strategies that work for other mentors.	12/1/2019 8:24 PM
2	All participants were interactive and Tammy captivated the audience. It went by quickly.	11/22/2019 4:09 PM
3	complete waste of my time. Learned nothing, not well palnned	11/22/2019 3:47 PM
4	By the end of the proactive classroom sessions, we will have compiled great resources.	11/22/2019 2:28 PM
5	We were each assigned a chapter for homework to teach to the group at the following sessions.	11/22/2019 2:27 PM
6	I switched at the last minute because the one I chose earlier no longer met what I was needing. So glad I did- it was perfect.	11/22/2019 1:19 PM
7	Loved the presenter, the material seemed geared toward elementary, not high school, when it seemed most of the teacher's in the group taught at the High school level.	11/22/2019 1:11 PM
8	When we took time to get to know each other (brief interviews) was beneficial.	11/22/2019 12:06 PM
9	The sessions explained how to handle difficult interns and to listen with intent and work through the process with the intern lead ...	11/22/2019 11:32 AM
10	Very informative	11/22/2019 11:25 AM
11	The presenters in our small group did not seem prepared for the session. We did a couple of opening activities that were unrelated to the learning for the day that felt like time fillers. While we did look at tools that mentors might use with their interns, I wonder if time might have been better spent designing our own tools based on intern needs. It would be cool to start and build on a bank of mentor tools.	11/22/2019 11:05 AM
12	The forums seem to be more directed for classroom teachers. It would be nice to have some that are directly related to therapy (social work, speech).	11/22/2019 10:44 AM
13	Very well run. The group is a good size for meaningful conversation. Not too big.	11/22/2019 10:36 AM
14	i was hoping for more specifics on the reading for real application in classroom as opposed to just rehashing of the reading	11/22/2019 10:35 AM
15	It will be lovely to have more time at the next meeting.	11/22/2019 10:21 AM
16	I liked the presentation. I am doubtful about the new edition being more worthwhile than the previous addition. It feels like they really stretched in finding a new word beginning with C.	11/22/2019 10:16 AM
17	I hope next time we have a bit more time with our break out session group!	11/22/2019 10:08 AM
18	I wished it was more of a discussion and less heady	11/22/2019 10:04 AM
19	great!	11/22/2019 9:55 AM
20	See previous comments	11/22/2019 12:16 AM
21	Katy and John created a safe place for mentors to share their experiences. Non-judgement zone	11/20/2019 7:51 PM
22	We needed more time	11/20/2019 7:40 PM
23	The session was just right and John and Katie were very in tune with us.	11/20/2019 2:48 PM
24	Good participation and Interaction. Need Bigger room or 2 rooms for the six break out groups.	11/20/2019 12:36 PM
25	The. book has already made me rethink some of the ways I speak to students. not that they are bad, just better ways to consider.	11/19/2019 12:11 PM
26	We became rushed due to the time it took for everyone to get in and then because Tammy was kind enough to give everyone time to finish eating. Perhaps just having some snack foods rather than a full meal would help that portion to all move along faster and give us more time in the learning groups.	11/19/2019 11:42 AM
27	Good Job Donna!	11/19/2019 11:17 AM
28	Good conversation	11/19/2019 10:31 AM

29	Cassandra was fantastic and flexible with those that did not want to participate 100% Even though everyone should participate ...	11/19/2019 9:51 AM
30	The video's Tammy showed were great.	11/19/2019 9:26 AM
31	The presenters did a wonderful job	11/19/2019 9:20 AM
32	Tammy is lovely and the book itself is useful. I think that the flow and content of our future meetings may be better spent by 1. assuming that everyone has read the assignment, 2. discussing how to apply what we read to our practices in small groups to share out with the whole group. The video of Mr. Reed was great however I did not feel that spending 40 min on a team building activity was a great use of our time. It's tough to lead a group of mentors however spending more time on having the group discuss the topics in smaller groups may be a better way to review and apply the material from the book.	11/19/2019 9:20 AM
33	I would love to meet sooner, great facilitator.	11/19/2019 9:18 AM
34	I felt that more small group work to apply the information would have been better. We spent 40 minutes on a "get to know your partner" activity and then listened to the presenter talk about the book. I would get more information by working in small groups to apply the book to our work. I don't need to be taught the information in the book. I'm not trying to slam the presenter. It's a hard task to have people who have worked all day stay engaged for an hour at the end of the day. Having things more interactive and hands on may help this.	11/19/2019 9:05 AM
35	Its a heavy topic and I feel that due to some of the participants, the conversation really was distracted from the task at hand. Unfortunately.	11/19/2019 8:53 AM
36	Room was not the best setting.	11/19/2019 8:40 AM
37	So incredibly valuable and I am really looking forward to the work and sharing what I learn with my intern	11/19/2019 8:37 AM
38	Excellent content. Enjoyed discussing calibration.	11/19/2019 7:45 AM
39	Engaging and a side of humor makes it enjoyable!	11/19/2019 7:43 AM
40	I thought everything went great tonight. It was fantastic being able to work in small groups!	11/19/2019 7:24 AM
41	Felt rushed & unorganized.	11/19/2019 7:11 AM
42	I liked the video!	11/19/2019 6:12 AM

Q9 Overall, how would you rate this Mentor Forum for engaging mentors in valuable professional learning?

Answered: 111 Skipped: 0



ANSWER CHOICES	RESPONSES	
Highly Effective	51.4%	57
Effective	43.2%	48
Developing	4.5%	5
Ineffective	0.9%	1
TOTAL		111

#	ADDITIONAL COMMENTS:	DATE
1	I would welcome the opportunity to attend or watch a video from some of the other book sessions.	11/22/2019 11:58 AM
2	One of my favorites	11/22/2019 11:15 AM
3	I am not a fan of the poorly lit parking at WOI.	11/22/2019 11:05 AM
4	I enjoyed this forum. The parking is not as easy as at the temple, but having the classrooms for the breakout sessions is much more conducive to group work than the tables at the temple.	11/22/2019 10:37 AM
5	Best thing I am part of!	11/22/2019 10:22 AM
6	Thank you for your hard work!	11/22/2019 9:54 AM
7	Thank you for the opportunity to grow as a professional and to be able to share with my mentee. Overall it was great	11/22/2019 12:18 AM
8	I think the only thing that may have helped with saving time (for our break out group) is to eat the delicious food provided while Stefan opened the meeting. I know this may not have been possible because food or drink wasn't allowed in gym.	11/21/2019 11:12 AM
9	An opportunity to share and get feedback is always productive.	11/20/2019 7:52 PM
10	The content was rich--ways to frame the budget crisis followed by our focus areas. The table time was very, very helpful too, because I listened to other mentors talk about their situations.	11/19/2019 3:19 PM
11	The food unfortunately wasn't that good....perhaps only snacks would be more conducive to doing activities while enjoying some food? Please include a vegetable with food options. Thank you!	11/19/2019 11:43 AM
12	several people mentioned the pizza was cold!	11/19/2019 9:27 AM
13	I actually wanted to check between effective and developing. It is more my lack of interest my topic.	11/19/2019 8:12 AM
14	The discussions were helpful.	11/19/2019 6:12 AM
15	By far, this was the best run session I have ever been to. The opportunity to do the breakout rooms was great. This was the best use of time. I've normally dreaded the meetings because I feel like they are an unproductive waste of time. Tonight was perfect. Thank you for changing it up.	11/19/2019 6:07 AM