



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING



JENNIFER M. GRANHOLM
GOVERNOR

MICHAEL P. FLANAGAN
SUPERINTENDENT OF
PUBLIC INSTRUCTION

November 27, 2006

MEMORANDUM

To: State Board of Education

From: Michael P. Flanagan, Chairman

Subject: The Advocating Strong Standards-based Induction Support for Teachers (ASSIST) Web-Based Resources and Workshop Dissemination

The 2003 Teacher Quality Enhancement Grant (2002-2006) awarded to the Michigan Department of Education (MDE) for over \$2,000,000 was used in a collaborative partnership with Michigan State University (MSU) to develop and disseminate web-based beginning teacher induction and mentor resources. As will be described in the presentation, MDE/MSU has managed this award to create and disseminate over 1,000 tools for use by beginning teachers, teacher mentors, and administrators.

Michigan administrators and teachers are recognizing the value of the Advocating Strong Standards-based Induction Support for Teachers (ASSIST) resources developed through the collaborative partnership of MDE, MSU, University of Michigan, Wayne State University, and professional associations. Michigan educators are talking about the possibilities that are available through the ASSIST resources (<http://assist.educ.msu.edu/ASSIST/>). Project activities are outlined in Attachment A.

Comments of participants indicate that the ASSIST resources provide the opportunity for professional colleagues to dialogue about the challenges of teaching and learning.

Teachers share the opinion that the ASSIST site provides concrete suggestions that are easily applicable in their building. Administrators see the value of the "In the School" resources. The Intermediate School District and Regional Educational Service Agency leadership participants are presented in Attachment B.

STATE BOARD OF EDUCATION

KATHLEEN N. STRAUS – PRESIDENT • JOHN C. AUSTIN – VICE PRESIDENT
CAROLYN L. CURTIN – SECRETARY • MARIANNE YARED MCGUIRE – TREASURER
NANCY DANHOF – NASBE DELEGATE • ELIZABETH W. BAUER
REGINALD M. TURNER • EILEEN LAPPIN WEISER

608 WEST ALLEGAN STREET • P.O. BOX 30008 • LANSING, MICHIGAN 48909
www.michigan.gov/mde • (517) 373-3324

The MDE also shares the enthusiasm for maximizing the flexibility of technology as Michigan educators are now able to electronically access these training modules and textual resources for developing quality educational experiences and mentor interactions during the induction period and throughout their educational careers.

ASSIST Project Activities

Event Title	Date(s)/Location	Program Description	Participants
<p>From the Ground Up! – One A forum for gathering practitioner input on the development of mentoring and induction resources for Michigan teachers and administrators</p>	<p>March 25, 2004 Kellogg Conference Center, East Lansing</p>	<p>This initial forum provided MSU Faculty developers an opportunity to present their plans and ideas for developing web-based tools and resources for mentoring and induction that would be included in the “In the School” and “In the Classroom” sections of the ASSIST website. Participants were asked to provide feedback and new ideas to meet the needs of the field.</p>	<p>32 participants: 7 beginning teachers 11 mentor teachers 6 principals 2 district administrators Association Partners, National Board for Professional Teaching Standards (NBPTS) representative and MDE staff</p>
<p>From the Ground Up! - Two A second forum for gathering practitioner input on the development of mentoring and induction resources for Michigan teachers and administrators</p>	<p>May 20, 2004 Kellogg Conference Center, East Lansing</p>	<p>This second forum again allowed MSU Faculty developers, this time including the module developers, to demonstrate their work in progress on ASSIST tools, resources and instructional modules. Participants again provided their feedback and ideas.</p>	<p>27 participants: 7 beginning teachers 8 mentor teachers 8 principals 3 district administrators Michigan Association of Secondary School Principals (MASSP) (partner) representative</p>
<p>Module Review Forum</p>	<p>November 9, 2004 University Club, Lansing</p>	<p>Participants reviewed, critiqued, and provided feedback for module improvements to the ASSIST module developers.</p>	<p>24 participants: 6 beginning teachers 11 mentor teachers 4 principals 1 district administrator 2 partner association representatives</p>

Event Title	Date(s)/Location	Program Description	Participants
ASSIST Rollout Awareness Conference	January 21-23, 2005 Sheraton, Lansing	Participants learned about the ASSIST web resources available to help develop high quality induction programs in their schools. Supporting beginning teachers through effective mentoring based on the principles of process consultation was introduced. An introduction to the tools and modules on the website and practice time was provided. All participants used laptops to access the web tools and resources. An introduction to the new state mentoring and professional development standards was provided.	62 participants: Mentor teachers, building and central office administrators from districts across the state State Board – Continuing Education Units (SB-CEU) and Certificates of Completion were provided
Institute for Mentor Teachers	July 25-27, 2005 Shanty Creek, Bellaire	Participants learned about comprehensive induction and the ASSIST website resources. They expanded and clarified their school's vision of mentoring. <i>Key process consultation</i> concepts were incorporated beyond the awareness level into the mentoring process. A new component in the project grounded mentoring in content knowledge through sessions led by the ASSIST content consultants. Participants learned the role of observation and feedback in the mentoring process and completed a "mentoring program" template to use in their work.	89 participants: Mentor teachers, building principals, central office administrators, and intermediate school district (ISD) and university representatives SB-CEUs and Certificates of Completion were provided

Event Title	Date(s)/Location	Program Description	Participants
Institute for Mentor Teachers	August 1-3, 2005 Genoa Woods Conference Center, Brighton	Participants learned about comprehensive induction and the ASSIST website resources. They expanded and clarified their school's vision of mentoring. <i>Key process consultation</i> concepts were incorporated beyond the awareness level into the mentoring process. A new component in the project grounded mentoring in content knowledge through sessions led by the ASSIST content consultants. Participants learned the role of observation and feedback in the mentoring process and completed a "mentoring program" template to use in their work.	93 participants: Mentor teachers, building principals, central office administrators, and ISD and university representatives SB-CEUs and Certificates of Completion were provided
Presentation Overview of ASSIST and Web tools, resources and instructional modules for the MASSP	September 19, 2005 Grand Traverse Resort, Traverse City	Panel Presentation (Barbara Markle and Marcia Leone, Michigan State University; Richard Willobee, Mentor/Coordinator, Grand Rapids Public Schools; Bonnie Rockafellow, Michigan Department of Education; and Wendy Shepard, Rochester High School Principal) – 2 one-hour sessions.	52 high school principals
ASSIST monthly electronic newsletter	Started October, 2005 (continuous)	Contains information about the ASSIST website, highlighting web tools (direct links provided) that address beginning and mentor teacher challenges, ideas for implementing induction programs (examples from the field), ways to use the tools and resources in schools and classrooms, and current topics in induction.	Known readership as of December, 2005: 448 Readers are encouraged to forward the newsletter to their building staff and other colleagues.

Event Title	Date(s)/Location	Program Description	Participants
Institute for Mentor Teachers – Part 2	November 2, 2005 Kellogg Conference Center, East Lansing	This day-long follow up session to the summer Institutes for Mentor Teachers provides an opportunity for mentor teachers and administrators to consider their experiences as beginning teachers' mentors and principals. They will explore further ways to incorporate the ASSIST website.	68 participants: Mentor teachers, building principals, central office administrators, and ISD and university representatives who participated in the summer institutes SB-CEUs and Certificates of Completion were provided
Presentation Overview of ASSIST and web tools, resources and instructional modules for the Michigan Elementary and Middle School Principals Association (MEMSPA)	November 4, 2005 Grand Traverse Resort, Traverse City	Panel presentation (Marcia Leone, Michigan State University; Richard Willobee, Mentor/Coordinator, Grand Rapids Public Schools; Catherine Smith, Michigan Department of Education; and Candace Garbacz, Mentor/Coordinator, Lake Orion Schools) – one 75-minute conference breakout session.	18 elementary and middle school principals
Principals Academy	November 18, 2005 Kellogg Conference Center, East Lansing	Principals were introduced to the ASSIST website resources, state standards, and the components of comprehensive induction. They were provided time to explore the website, participate in a panel discussion with beginning teachers and learn about and respond to the phases beginning teachers experience throughout a school year.	69 principals and district administrators from across the state SB-CEUs and Certificates of Completion were provided

Event Title	Date(s)/Location	Program Description	Participants
<p>Presentation Overview of ASSIST and web tools, resources and instructional modules for The Network of Michigan Educators – MDE</p>	<p>December 9, 2005 Radisson Hotel, Lansing</p>	<p>Two hour breakout session to introduce ASSIST, mentoring and induction research, and provide time to explore and identify specific tools and their uses at the local level.</p>	<p>12 award-winning veteran teachers from across the state and 2 teacher interns</p>
<p>Presentation Overview of ASSIST and the partnership between higher education and K-12 schools for the American Association of Colleges of Teacher Education (AACTE)</p>	<p>January 31, 2006 San Diego, California</p>	<p>This presentation by Catherine Smith, Michigan Department of Education, at the National Association of Colleges of Teacher Education, highlighted that through collaboration between K-12 schools, and institutions of higher education, using the ASSIST project goals and by combining the knowledge, experience, will, and person-power of both entities, beginning teachers can experience quality induction support.</p>	<p>Deans of colleges of education</p>
<p>Presentation National New Teacher Center Symposium</p>	<p>February 7, 2006 Santa Cruz, California</p>	<p>Presentation by Bonnie Rockafellow, Michigan Department of Education, to an audience of educators at the 8th National Symposium on Teacher Induction at the New Teacher Center in Santa Cruz, California.</p>	<p>Educators from around the nation</p>

Event Title	Date(s)/Location	Program Description	Participants
Institute for Mentor Teachers – Part 3	March 3, 2006 Kellogg Conference Center, East Lansing	This is the second day-long follow-up session to the Mentor Teachers Institute.	42 participants Mentor teachers, building principals, central office administrators, and ISD and university representatives who participated in the summer institutes SB-CEUs and Certificates of Completion were provided
Principals Academy	April 21, 2005 Kellogg Conference Center, East Lansing	Principals were introduced to the ASSIST website resources, state standards, and the components of comprehensive induction. They were provided time to explore the website, participate in a panel discussion with beginning teachers, and learn about and respond to the phases beginning teachers experience throughout a school year.	69 principals and district administrators from across the state SB-CEUs and Certificates of Completion were provided
Presentation: National Association of State Directors of Teacher Education and Certification	June 5, 2006 Minneapolis, MN	This presentation by Flora Jenkins, Michigan Department of Education and Marcia Leone, Michigan State University, focused on the ASSIST project as a multi-dimensional collaborative effort between the state department of education, higher education, and K-12 educators and through that relationship what factors contributed to the success of the project. A demonstration of the website was provided.	25 state directors from across the U.S.

Event Title	Date(s)/Location	Program Description	Participants
ISD/RESA Leadership Institute on Teacher Induction	August 9-11, 2006 Homestead Conference Center, Glen Arbor, MI	This two-and one half day institute provided tools and training for ISD administrators responsible for providing induction programs and assisting their constituent local districts (within a county or consortium of counties) implement comprehensive induction and mentoring programs. The Center for Creative Leadership provided a half-day of training in "The Coaching Relationship", and participants were provided opportunities to interact with the ASSIST website tools and resources in the context of the beginning teacher, mentor teacher, and principal/administrator. Participants started action plans to implement in their ISDs and for working with their constituent districts. They were given "homework" to prepare for the two-day follow up session in September.	24 participants representing 18 ISD (228 local school districts) and 3 faculty from Wayne State University
ISD/RESA Leadership Institute on Teacher Induction Follow-up Session	September 26-27, 2006 Kellogg Conference Center, East Lansing	This two-day follow-up institute provided a full-day of training in the Center for Creative Leadership (CCL) Coaching model and expanded on CCL's the "Situation – Behavior – Impact" model on how to give feedback. It also addressed critical issues in the development of mentoring, demonstrated a mentor study group in action, and how to help principals understand educative mentoring.	18 Intermediate school district administrators, 3 faculty from MSU who manage the college's 5 th year intern program, and other district administrators

Event Title	Date(s)/Location	Program Description	Participants
Presentation: Algerian Educational Technology Study Tour	November 2, 2006 Michigan State University and Michigan Virtual University, East Lansing, MI	The purpose of this week long study tour is to assist the Middle East Partnership Initiative (U.S. Department of State) to enhance their existing instructional communications technology efforts with practical, experience-based programming examples and ideas for the Algerian education system. ASSIST was used as an example.	Approximately 20 U.S. and Algerian participants

Educators who have Participated in ASSIST Training by ISD/RESA

ISD/District/School	# attended	Conference Attended
Allegan ISD		
Hopkins Public Schools	2	January 2005
Otsego Public Schools	2	Principals 2006
Berrien ISD		
Berrien ISD	1	January 2005
Coloma Community Schools	3	April 2005
Niles Community Schools	4	April 2005
Clinton County RESA		
Bath Community Schools	3	April 2005
St. Johns Public Schools	1	January 2005
Eaton ISD		
Eaton Rapids Public Schools	5	April 2005
Maple Valley Schools	1	Principals 2005
Genesee ISD		
Genesee ISD	1	Principals 2005
Beecher Community Schools	1	January 2005
	1	April & July 2005
	1	April 2005
Carman-Ainsworth Community Schools	1	Principals 2006
Fenton Area Public Schools	2	April 2005
	1	January 2005
Flint Community Schools	1	Principals 2005
Flushing Community Schools	3	Principals 2006
Lakeville School District	1	January 2005
Mt. Morris Consolidated Schools	2	Principals 2006
Gratiot-Isabella RESD		
Mt. Pleasant Public Schools	3	January 2005
	2	July 2005
Ingham ISD		
Dansville Schools	1	April 2005
Holt Public Schools	1	Principals 2005
Lansing School District	11	January 2005
	11	July 2005
	13	August 2005
	5	Principals 2005
	1	April 2005
	2	April & Aug. 2005
Okemos Public Schools	4	Principals 2005
Stockbridge Community Schools	2	April 2005
Waverly Community Schools	1	Principals 2005
Webberville Community Schools	4	April 2005
Williamston Community Schools	1	Principals 2005

ISD/District/School	# attended	Conference Attended
Jackson ISD		
Columbia School District	1	August 2005
	2	April 2005
Concord Community Schools	1	Principals 2005
Northwest Community Schools	2	Principals 2005
Western School District	4	Principals 2006
Kent ISD		
Kent ISD	1	Jan., Apr., Jul. 2005
	3	April 2005
	1	July 2005
	1	January 2005
Godwin Heights Public Schools	2	Principals 2005
Grand Rapids Public Schools	2	April 2005
Macomb ISD		
Macomb ISD	1	August 2005
	1	Jan. & Aug. 2005
East Detroit Public Schools	1	Principals 2005
	1	April 2005
Fitzgerald Public Schools	1	August 2005
Fraser Public Schools	1	Principals 2005
South Lake Schools	1	April 2005
	3	August 2005
tica Community Schools	8	January 2005
Warren Consolidated Schools	1	January 2005
Warren Woods Public Schools	1	April 2005
	2	July 2005
Monroe ISD		
Monroe ISD	1	Principals 2005
Montcalm Area ISD		
Montcalm Area ISD	1	July 2005
Lakeview Community Schools	2	July 2005
	1	August 2005
Tri County Area Schools	3	July 2005
	1	April 2005
Vestaburg Community Schools	3	July 2005
St. Clair RESA		
Port Huron School District	1	January 2005
Traverse Bay Area ISD		
Traverse City Area Public Schools	1	April 2005
Van Buren ISD		
Decatur Public Schools	2	August 2005
Mattawan Consolidated Schools	3	Principals 2005
Wayne RESA		
Allen Park Public Schools	1	July 2005
Dearborn Public Schools	3	April 2005

ISD/District/School	# attended	Conference Attended
	3	Principals 2005
Detroit Public Schools	1	August 2005
	2	Principals 2006
Northville Public Schools	2	April 2005
	2	January 2005
	2	Principals 2005
Plymouth-Canton Community Schools	1	Principals 2005
Redford Union Schools	1	Principals 2005
Riverview Community Schools	1	Principals 2006
Southgate Community Schools	9	April 2005
	1	Principals 2006
Taylor School District	3	April 2005
	1	August 2005
	1	July 2005
Wayne-Westland Community Schools	2	January 2005
Wexford-Missaukee ISD		
McBain Rural Agricultural Schools	1	Principals 2006

Conferences
January 21-23, 2005
April 29-May 1, 2005
July 25-27, 2005 (Summer Institute for Mentor Teachers)
August 1-3, 2005 (Summer Institute for Mentor Teachers)
November 2, 2005 (Follow-up I: Summer Institute)
November 18, 2005 (Principals Academy)
March 3, 2006 (Follow-up II (Summer Institute)
April 21, 2006 (Principals Academy)
August 9-11, 2006 (ISD/RESA Leadership Institute)
September 26-27, 2006 (Follow-up: ISD/RESA)
March/May 2004 (Advisory Board)