



Progress Report Revision of IDCTE's New Teacher Training Program

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In the summer of 2020, The Idaho Division of Career Technical Education revised new teacher training for limited occupational specialist certified CTE teachers. This progress report captures the first six months, or first semester, of the newly created InSpiRE Ready! program.



InSpIRE Ready!

History and Progress

History of Inspire Ready!

IDAPA 08.02.02 allows for the certification of teachers with an industry background to teach in career technical programs. It also prescribes that these limited occupational specialist (LOS) teachers complete one of two pathways for new teacher training during their first three years of holding certification. One of those pathways requires completion four courses (12 credits) in CTE foundations and teaching pedagogy, which are offered at both Idaho universities that prepare CTE teachers. Because the university coursework pathway has not changed, this report will not address it. The other pathway requires participation in a new teacher training program sponsored by the Idaho Division of Career Technical Education (IDCTE), the topic of this report.

Since 2017, IDCTE offered a new teacher training program under the title of **InSpIRE to Educate**. Through a contract with the University of Idaho (UIdaho), a cohort model was created and offered in the six education regions with a network of teachers and mentors. It was a lock-step program that adhered to a prescribed schedule. The program has been a success, with two cohorts of LOS having completed and the final cohort to complete this spring.

In 2020 the legislature charged IDCTE with offering the new teacher training model in a different format beginning with the 2020-2021 academic year. The directive was to create a program that offered more flexible scheduling and attendance and considered the competencies an LOS brings to a teaching career. In response, we created the second iteration of IDCTE's new teacher training program with these characteristics built-in, a new program under the title of **InSpIRE Ready!**

*InSpIRE stands for Industry Specialists Imbedding Real-world Experience—
a hallmark of what career technical educators perform in their programs.
Completing the new teacher training program means LOS enter their
classrooms prepared and confident to teach their occupation to others.*

Teaching Competencies and Program Goals

All LOS come to a teaching career with industry expertise; their certification requires it. However, teaching is a new adventure for most new LOS, and it takes purposeful intention to learn the art and science of teaching. As an overview, the competencies of InSpIRE Ready! require an understanding of teaching and learning, managing a classroom and curriculum, and assimilating teacher professionalism and ethics. The program goals are to produce teachers who have met the requirements to apply (re-certify) for their Standard Occupational Specialist (Standard) certificate and are confident and comfortable in the classroom. Meeting these goals will ensure Idaho has CTE teachers who want to stay in the profession.

InSpIRE Ready! Program Parameters

Qualifications. To participate in the InSpIRE Ready! program, an LOS must be employed as a teacher in a CTE program by an Idaho school district (for secondary LOS) or an Idaho technical college (for postsecondary LOS). LOS must agree to participate fully in the program. For secondary LOS, this means completing the required modules in the Non-traditional Teacher Preparation Program (NTEPP) and

participating in the IDCTE Mentor program. For postsecondary LOS, this means completing the required CTE Learn courses and participating in the IDCTE Mentor program. These activities can be completed by LOS well within the three-year time limit to apply (re-certify) for their Standard.

Secondary. For secondary, we chose NTEPP because it presents all the competencies we want to instill in our secondary teachers, including an understanding of the Charlotte Danielson Framework for Teaching. Having the Danielson Framework knowledge ensures new teachers understand how they will be evaluated under the expectations of Idaho teachers. NTEPP is a non-credit teacher training program that was developed partly through a grant by the Workforce Development Council to address teacher shortages. It is offered completely online through the College of Southern Idaho (CSI) for K12 teachers in any Idaho school district. CSI has been a welcoming and collaborative partner, and together we have developed the LOS cohort group within NTEPP.

Postsecondary. For postsecondary, we chose CTE Learn. CTE Learn is a continuing education system offered through The Association for Career Technical Education (ACTE). CTE administrators and teachers can participate in professional development that covers topics ranging from foundational concepts through advanced administration and leadership. These courses are short, typically require 3 to 6 hours to complete; include a variety of instructional deliveries; and provide opportunities for interactions and collaboration with other CTE professionals.

InSpIRE Ready! Secondary Program

NTEPP. NTEPP includes five modules designed to prepare Idaho K-12 teachers for classroom teaching when they have not studied pedagogy or come from a teaching background. CSI agreed to create separate sections of the course modules for teachers in the InSpIRE Ready! program to focus on their needs and relate the content to teaching in a career technical environment.

The NTEPP modules are:

- Module 1: Classroom Management and the Learning Environment
- Module 2: Clarity of Instructional Purpose and Accuracy of Content
- Module 3: Professionalism
- Module 4: Intellectual Engagement and Application of Content
- Module 5: Successful Learning by All Students

In addition, we are currently creating a sixth module for InSpIRE Ready! participants that will provide information about how CTE works in Idaho. We have dubbed this module "CTE 101" for now, and it will include topics such as:

- History, foundations, and philosophy of CTE
- Governance and structure of Idaho State Board of Education, State Department of Education, and IDCTE
- Components of a quality CTE program, including quality measures and SkillStack®
- Secondary CTE program structure and alignment to postsecondary
- Postsecondary CTE program structure and alignment to industry
- Program funding and grants
- Career Technical Student Organizations
- Certifications, endorsements, and professional development
- Professional associations (e.g., ACTE, CTEI, and other program area teacher associations)
- Work-based learning, apprenticeships, Centers for New Directions, Adult Education, and GED programs

Structure and Flexibility of the InSpIRE Ready! Program

Following the lead of CSI's NTEPP faculty and director, Classroom Management and the Learning Environment will be the first module for our LOS. We will require that they stay in the cohort and complete this module over the semester. After successful completion of this module, LOS will have some options of future module completion:

1. They may work lock-step with their peers and complete the remaining modules over the semester.

Even within this model, LOS may:

- a. **Attend each synchronous class meeting.** In this way, the LOS may participate in the online class discussion and ask questions of their peers and faculty. Each class meeting will be recorded and published within the course learning management system.
 - b. **View the recording of the class meetings.** In this way, the LOS have more control over when and how they participate.
 - c. **Read the course content, activities, and assignments and complete the course requirements on their own schedule.** In this way, the course may be completed early or along with the semester timeframe.
2. Once the LOS have completed the Classroom Management and Engaging the Learner module, they may choose when and how to complete the remaining modules. CSI has agreed to provide at least one CTE LOS section each semester. LOS may register for the CTE section and participate with their CTE peers or register for other, separate modules along with the general education teachers.
 3. If an LOS believes he or she already possesses the competencies taught in a given module, the LOS may register for the module and complete the work to submit for evaluation. This option provides an LOS the ability to "challenge" the course and receive credit for his or her present knowledge, skills and abilities. As part of our due diligence, given that we will need to pay for the course, we will ask that the LOS meet with his or her mentor to review the course content and the requirements for proof of competency. The IDCTE Mentor will not be the official evaluating faculty. Still, mentors should be able to provide coaching and expert advice on whether the LOS possesses the competencies to challenge the course successfully.
 4. After completing the first module, LOS may register for more than one module per semester.
 5. The Professionalism module is a shortened module offered during the summer term.
 6. The CTE 101 module currently being developed will be available beginning fall 2021. We are considering two approaches. One approach would be to divide the module into two to four segments, thus breaking up the content as the LOS complete their Standard requirements. In this way, LOS may add one or two sections of the CTE content to their existing module or take them all in the summer. The other approach would be to create one course and allow LOS a year to complete it. This approach is simpler for recordkeeping and may be preferred by the CSI registrar. Both approaches provide the applicable just-in-time training while providing maximum flexibility.

IDCTE Mentor Program

We knew from our research and experience with the first three years of the original InSpIRE to Educate program that we wanted to include mentorship in our new InSpIRE Ready! program. CSI also requires a mentorship component for participation in the NTEPP program. Therefore, we began our new InSpIRE Ready! program in the fall of 2020 with both the NTEPP modules and the IDCTE Mentor program.

Districts often assign a district mentor to all new teachers, including CTE teachers. A district mentor is instrumental in helping new teachers acclimate to district policies and procedures and can be a day-to-day local resource for new teachers. On the other hand, InSpIRE Ready! mentors are charged with helping LOS navigate the NTEPP modules, including the pedagogy content and Danielson framework contained therein; the recertification process; and professional development matters that will help ensure a good start in professionalism and preparedness for a teaching career.

"I think this is a great program and wish it was around when I started out. CTE can be very overwhelming, but a mentor can make that pathway much easier."

--- Pam K. (Region 6)

2020 Secondary Certifications

By the end of August 2020, IDCTE had recommended LOS certification for 45 secondary applicants. Over 30 opted to participate in the InSpIRE Ready! program. Others chose to pursue certification through the university coursework route, and some chose to not start new teacher training in the fall.

Secondary Certified by August 31	InSpIRE Ready!	University Coursework	New Teacher Training Not Started Fall 2020
45	34	9	2

From September 1 until now, we have certified almost another 20 new LOS. Most of these teachers started teaching after the semester began, which means they have not benefited from CTE mentorship or formal training during their first weeks or months of teaching. We hope they have benefited from a district mentor at a minimum. We called, wrote, held virtual meetings throughout the fall, and did whatever we could to connect with these new LOS to clarify their requirements and options for new teacher training. As of January, half of the new LOS have informed us of their decision, as follows:

Secondary Certified after August 31	InSpIRE Ready!	University Coursework	Undecided by January 2021
18	7	2	9

IDCTE Secondary Mentors. We published a call for mentors last summer with the CTE teacher base and the mentors who served in the original InSpIRE to Educate program. About 20 current and retired teachers applied, and we hired 11 to serve in five out of the six education regions. Each mentor worked with one to four mentees, connecting with them face-to-face and virtually to coach and provide feedback and be a sounding board.

Region 1 Mentors/Mentees	Region 2 Mentors/Mentees	Region 3 Mentors/Mentees	Region 4 Mentors/Mentees	Region 5 Mentors/Mentees	Region 6 Mentors/Mentees
Carly G.: 1	No LOS	Bill B.: 3 John C.: 2 Loid S.: 1 Brandon H.: 3 Sandy M.: 4 Matt S.: 4	Brenda J.: 2	Rachel M.: 2 Bonnie S.: 2	Pam K.: 4

InSpIRE Ready! Postsecondary Program

CTE Learn. We worked with the teacher educators at Uldaho and Idaho State University (ISU) to put together the list of CTE Learn courses required for the postsecondary LOS to complete in order to qualify for their Standard. The LOS register for the online courses, complete them on their own timeframe, and work with their mentor to clarify any content or its application. When they complete a course, they are able to print a certificate of completion, which they can compile for verification when they recertify.

2020 Postsecondary Certifications

By the end of August 2020, IDCTE recommended LOS certification for 36 secondary applicants. More postsecondary than secondary LOS choose to take university courses because of the fee waiver offered through ISU.

Secondary Certified by August 31	InSpIRE Ready!	University Coursework	New Teacher Training Not Started Fall 2020
36	16	17	3

From September 1 until now, we have certified another 12 new LOS. Most of these teachers started teaching after the semester began, and many have not yet committed to a new teacher training path.

Secondary Certified after August 31	InSpIRE Ready!	University Coursework	Undecided by January 2021
12	4	3	7

IDCTE Postsecondary Mentors. We published a call for mentors last summer with the CTE teacher base and the mentors who served in the original InSpIRE to Educate program. We received fewer applications for postsecondary mentors we did for secondary. In Regions 1 and 2 we had no applicants. Dona Orr is taking the role of mentor for the new faculty in these regions.

Region 1 Mentors/Mentees	Region 2 Mentors/Mentees	Region 3 Mentors/Mentees	Region 4 Mentors/Mentees	Region 5 Mentors/Mentees	Region 6 Mentors/Mentees
Dona Orr: 2	Dona Orr: 5	John C.: 2 Carol B: 2	Barry P.: 2	Brenda J: 2	Brenda J: 1

Summary and Lessons Learned

Overall, we believe the first semester went well, with only a few hiccups. With the exception of one LOS who changed to the university coursework route, all of the secondary LOS who participated in the first-semester Classroom Management module successfully completed the course, and all are registered for their next module. Seven new LOS are registered for the Classroom Management module for spring 2021, and again, CSI has created a section just for these students. Postsecondary LOS seem to be progressing without any problems with the coursework, although they are not participating fully in the IDCTE Mentor program.

We started the InSpIRE Ready! program by assigning mentors to all the LOS registered for the Classroom Management or the CTE Learn courses. Throughout the semester, mentors worked diligently to schedule meeting times with mentees in any way they could with varying success. As expected, mentees felt overwhelmed by all their new demands and were stretched to juggle all of the activities in which they should be participating during their first semester teaching. Of course, we envisioned that our mentors would be a help, not a hindrance. However, at times it seemed the mentor activities were the only things the new teachers could shuffle off to their "optional" list. By the end of the semester, we knew we had to make some changes.

We researched other mentor programs to determine the mentors' and mentees' roles and responsibilities. We also wanted to know how other programs structured the nature of the interactions for optimal relationship building and, ultimately, how to provide the best service to mentees.

Beginning spring 2021, we will implement some program format changes to make the program more efficient, reasonable and beneficial for mentees. To facilitate the program, we plan to use Canvas. This is the same platform the LOS use to access their NTEPP courses, so it will be familiar and easy for secondary LOS to use, and yet not difficult for anyone not familiar. The mentor program will be set up to correspond to the semester schedule, and the mentees will drive the activities.

