

Illinois New Teacher Collaborative 2021 Leadership Conference

Investing in Excellence: Supporting and Sustaining
New Teachers in Challenging Times



February 23 - 24, 2021
Virtual Conference

A MESSAGE FROM THE COLLEGE OF EDUCATION

Welcome to the 2021 Leadership Conference! On behalf of the Illinois New Teacher Collaborative (INTC) and the College of Education at the University of Illinois Urbana Champaign, welcome to the INTC Annual Leadership Conference! Our College of Education was established in 1905 and was one of the first to be located within a research-based, land grant university. INTC is one of many initiatives through which the College has, over its rich history, provided leadership and innovation to educational improvement in the state. Since 2004, INTC has been a catalyst supporting early career teachers across Illinois.

Teaching is a complex blend of art and science that must be continually refined and developed throughout the career span. This conference provides a valuable professional learning experience that encourages networking among those who support beginning teachers. It is our sincere hope that you leave here with new connections, new ideas, and renewed energy as you prepare to return to your schools, districts, universities, and organizations.

Have a great time at the conference!

Dr. James D. Anderson, Dean of the College of Education
Dr. Lisa Monda-Amaya, Associate Dean for Undergraduate Programs & Director of Teacher Education
Karla McAdam, Director of the Illinois New Teacher Collaborative

CONFERENCE SCHEDULE

February 23, 2021

12:30 - 12:45 p.m.	Opening
12:45 - 1:15 p.m.	Keynote: Justin Johnson Illinois 2021 Teacher of the Year
1:15 - 2:00 p.m.	Breakout Session A See Booklet
2:00- 2:30 p.m.	Role-Alike Roundtable Discussions See Booklet
2:30 - 3:15 p.m.	Breakout Session B See Booklet
3:15 - 4:00 p.m.	Panel: Illinois Elementary Regional and Ancillary 2021 Teachers of the Year See Booklet
4:00-4:30 p.m.	Social Mixer with Prizes See Booklet

Join Us!

VIRTUAL SOCIAL MIXER

Tuesday, February 23, 2021

4:00-4:30 P.M.

Network with colleagues and enter to win prizes.
Must be present to win.

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CONFERENCE SCHEDULE

February 24, 2021

12:30 – 12:45 p.m.	Opening
12:45 – 1:15 p.m.	Keynote: Kate Lee Illinois 2021 Early Career Educator of the Year
1:15 – 2:00 p.m.	Breakout Sessions C See Booklet
2:00 – 2:30 p.m.	Insider Tips Networking Lounge See Booklet
2:30 – 3:15 p.m.	Breakout Session D See Booklet
3:15 – 4:00 p.m.	Panel: Illinois Secondary Regional and Ancillary 2021 Teachers of the Year See Booklet



Keynote Speaker | Justin Johnson

2020-21 Teach Plus Illinois ILSTOY Policy Fellow and the 2021 Illinois Teacher of the Year

Justin Johnson is a 2020-21 Teach Plus Illinois ILSTOY Policy Fellow and the 2021 Illinois Teacher of the Year. Justin is the Director of Bands at Niles West High School in Skokie, IL where he leads the marching band, jazz band, three curricular concert ensembles, and a percussion course. He is also very involved with many diversity and equity initiatives focused on students identifying as BIPOC and the retention and recruitment of black educators. He has been active in many different leadership roles within the district including mentoring new teachers and facilitating equity-centered conversations. Justin is in his 9th year at Niles West and 13th year of teaching. Justin has worked with music programs across the country and is a 2016 Golden Apple Teacher of Distinction. He holds a BA in Music Education from the University of Memphis and an MA in Music Education from Eastern Illinois University.

Tuesday, February 23

Keynote Title and Abstract: Cultivating the Excellence in ALL: Growing and Supporting Underrepresented Educators

Support for teachers can look different based on the culture and climate of the building but creating systems and structures that help teachers feel valued, safe, and respected can be a critical component to successful retention. In this keynote, Justin will speak to the growing need to cultivate and support educators of color in the current educational climate with a specific focus on black male educators, significant successes of support, and blindspots in creating a welcoming and inclusive environment for all. Justin will share tools that will help ALL new teachers grow into the excellent educators they have the potential to become using both his experience as a mentor teacher and as a new teacher in a building with very few teachers of color.



Keynote Speaker | Kate Lee

Director of Choirs at Maine East High School

Kate Lee has more than tripled the enrollment of the choir program since she began her teaching career as the Director of Choirs at Maine East High School in 2018. She also started a new class called All In Choir: a choir for students of all physical, cognitive, and sensory ability levels. It is a class in which both special education and general education students come together to build connections and friendships through music.

Born in Seoul, South Korea, Kate and her family immigrated to the United States when she was a young child. She graduated with a Bachelor of Music in Voice & Opera Performance, Music Education, and a minor in Sociology from Northwestern University, and is currently working towards a Master of Music Education at the University of Illinois at Urbana-Champaign.

Twitter @MaineEastChoir | www.facebook.com/katel/

Wednesday, February 24

Keynote Title and Abstract: We Can't Do It Alone: Surviving the First Few Years of Teaching

The first few years of teaching are filled with mistakes, reflection, and a whole lot of growth. Through this process, many educators barely survive their first few years, while some leave the profession, never to return. What can we do to help our early educators to not only survive, but to thrive?

Kate Lee is a third-year teacher and serves as the Director of Choirs at Maine East High School in Park Ridge, Illinois. In her keynote, she will be speaking on the many forces that contributed to her survival (read: not success) in her first few years as an educator. She believes that the onus is on administrators to help early educators feel a sense of belonging, trust, and both professional and personal support in the beginning of their careers.

Panelists

February 23, 2021 | Elementary Group



Precious Allen
Cook County
co-Regional
Teacher of the Year



Jennifer Bhooshan
Southwest Regional
Teacher of the Year



Kimberly Engelman
Early Childhood
Teacher of the Year



Traci Krueger
Cook County
co-Regional
Teacher of the Year



Marricea Page
West Central
Regional Teacher
of the Year



Veronica Rodriguez
Bilingual Teacher of
the Year

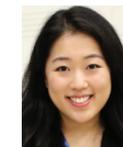
February 24, 2021 | Secondary Group



Kathleen Duffy
North Suburbs
Regional Teacher
of the Year



Justin Johnson
Illinois Teacher of
the Year



Kate Lee
Early Career
Educator of
the Year



Katie McGarvey
Special Education
Teacher of the Year



Aimee Park
South Suburbs
Regional Teacher
of the Year



Aaron Sitze
Northwest
Regional Teacher
of the Year



Brandon Thornton
East Central Regional
Teacher of the Year

Moderator | Topper Steinman



Topper Steinman is an educator from Champaign, Il. with over 45 years experience as a teacher, counselor, and educational consultant. Topper has presented numerous workshops and seminars throughout the country with educator, parent, youth, community and business groups. His topics cover a wide variety of interest areas with efforts aimed at bridging the adult/youth gap while creating a healthy sense of self and others. Topper's blend of humor and ideas from a "reality" basis help to give audiences a practical yet hopeful look at today's schools, families, businesses and communities.

Currently, Topper is self-employed as an educational consultant. He worked many years in Middle Level settings and as an Education Program Specialist with the National Center for Conflict Resolution Education in Urbana, Il. in addition to his involvement with many other initiatives in public and private education. He also maintains a private counseling practice with youth, adults and families. Topper has a B.A. Degree from Knox College in Galesburg, Il. and an M.A. Degree from Bradley University in Peoria, Il. He is married and is the proud father of a daughter and a son and a proud grandfather of four grandchildren.

Breakout Session A

Tuesday, 1:15 - 2:00 PM

Two Paths to Address the Teacher Shortage

The Golden Apple Foundation has, for 32 of its 35 years, prepared teachers to teach in Illinois schools-of-need. With the already dire teacher shortage being exacerbated by COVID-19, recruiting, preparing, supporting, and retaining teachers is more important than ever. Learn how you can work with Golden Apple to address the need for quality teachers in your district.

Presenter: Alan Mather

Organization: Golden Apple

Using Social Media as Teacher Professional Learning

Social networking can be thought of as the online use of technology to connect people, enable them to collaborate with each other, and form virtual communities. How can these online social networks be used by educators? As reported in an article from the National Association of Elementary School Principals, administrators shared that social networking sites can help educators share information and resources, create professional learning communities, and improve school-wide communications with students and staff. Let's look together at online communities in education and as part of professional development.

Presenter: Lisa Storm Fink

Organization: National Council of Teachers of English

Teaching with an Asset-Based Mindset: Mentoring Culturally-Responsive Teaching Practices

Embracing an asset-based mindset is a crucial first step toward building a culturally responsive teaching practice and promoting equity in classrooms. This session will provide participants with a greater understanding of the importance of an asset-based mindset in inducting new teachers and mentoring their teaching practices. The newly proposed Illinois Culturally Responsive Teaching and Leading Standards will be used as a guide in providing school leaders with practical guidance that they can provide for new teachers as they build culturally responsive classrooms.

Presenters: Dr. Julia Cloat | Dr. Rocio del Castillo

Organization: Freeport School District

From College to Classroom: Supporting New Special Educators

This session describes a university-sponsored induction program for completers entering the field of special education. The framework for College to Classroom (C2C) will be shared along with ideas for weekly interactions and activities. Initial outcomes and implications will be discussed along with future directions for the program.

Presenters: Melissa Jones-Bromenshenkel | Michelle Parker-Katz

Organization: Eastern Illinois University

Ten Common Challenges of New Teachers

Presenters will start with an overview of ten common challenges of new teachers and encourage mentors and teacher educators to think (or re-think) how their curriculum might be modified or enhanced around those topics. The session will then move into two specific pieces of advice that demonstrate the relationship between a "common challenge" (i.e., Culturally Responsive Teaching and Work Life Balance) and just-in-time resources. Presenters will then involve the audience in sharing strategies they currently use with their new teachers based on the ten top challenges. Audience members will add their advice to extend the conversation/professional development.

Presenters: Alexis Jones | Beth Wilkins | Anna Quinzio-Zafran

Organizations: Eastern Illinois University and Northern Illinois University

Breakout Session B

Tuesday, 2:30 - 3:15PM

Multicultural Education in Today's Virtual Classroom

The US public classroom has experienced a shift in student demographic over the past several decades. The changing student landscape has elicited new approaches to ensure more inclusive learning environments. With many districts shifting to virtual learning since early 2020, COVID-19 has compounded challenges in creating a positive and inclusive learning environment. Students of color and those students with limited resources at home have been particularly affected by the shift to online learning. This workshop introduces strategies for multicultural education with an emphasis on culturally relevant pedagogy in an era of COVID. In this workshop, we will review the challenges and opportunities for multicultural instruction, inquiries into institutional practices from a social justice framework, and approaches for becoming a more culturally responsive teacher.

Presenter: Nathan Castillo

Organization: University of Illinois Urbana Champaign

District and Schoolwide Systems that Support and Sustain Teachers

Supporting and sustaining new teachers requires school-wide systems planning. Participants will use a protocol to reflect on current school/district teams and their impact on the experiences of new and veteran teachers. Emphasis will be placed on effective mentoring and the selection and continuous development of mentors within their programs. In this session, discover essential points of reflection, participate in sharing experiences and strategies, as well as an action plan to maximize your impact upon your return to your school or district.

Presenter: Jessica Day | Lisa Caputo-Love

Organization: Teacher Leaders

Paddling in the Same Direction: School & District Alignment for Success

A robust induction and mentoring program clearly has a positive impact on the success of new teachers, but what is the role of district leadership in the process? Should district leadership simply get out of the way? This session will provide participants with a research-based framework for structuring collaboration between district and building leadership. District and school leaders will be provided with a step-by-step example of how one district is aligning building and district work for induction, mentoring, professional learning, and beyond to ensure student growth and success.

Presenter: Dr. Anna Alvarado | Dr. Julia Cloat

Organization: Freeport School District 145

Behavioral Coaching: A Strategy to Support New Teachers in Behavior Management

This session will provide an overview of how to support teachers in managing challenge behavior. Challenging behavior impacts students and teachers alike, and beginning teachers often report challenging behavior as one of the more difficult aspects of their jobs. The presenter will share research related to behavioral coaching and information about how behavioral coaching can be implemented in schools. In addition, strategies for managing frequently occurring behaviors will be shared.

Presenter: Anne Butler, PhD

Organization: DePaul University

Teaching Teachers Toward Equity

How can those who support new and pre-service teachers make positive contributions to their development as champions for anti-racism and equity? This session explores the journey through building a foundational college course on equity and embedding the principles taught in the course into field coaching, mentoring and teaching toward equity in the field. Participants will get a curated overview of the course, discuss ways to promote equity actions in their interactions with those they support and engage in a Q & A with the presenters.

Presenters: Heather Duncan | Keisha Rembert | Lisa Peloquin

Organizations: Collaboration for Early Childhood, National Louis University, and New Teacher Center

Breakout Session C

Wednesday, 1:15 - 2:00 PM

Teachers Supporting Teachers, Striving to Become Anti-Racist Educators

The most effective professional learning is peer-led and job-embedded. This belief forms the foundation for the 3-year induction and mentoring program at Evanston Township High School, known as the Evanston Educators Academy (EEA). Developed and led by teachers, EEA provides new colleagues with the collective support of a peer community and with learning experiences within an anti-racist educational frame. This is a space for teachers by teachers wherein they are expected, encouraged, and supported to reflect on their own biases and racial identity, critically question their classroom systems, structures, and practices, and identify ways to disrupt and dismantle systemic barriers and practices and policies that marginalize and oppress. Administrators provide support by being thought partners with the facilitators, working collaboratively to build connections throughout the school, and providing resources as needed.

Presenter: Scott Bramley

Organization: Evanston Township High School District 202

Should I Stay or Should I Go?

Individuals select the education profession with hope of impacting children. Yet, many educators are no longer remaining in the profession. With unsuccessful recruitment and low retention, what is the optimal solution? For administrators, is there a secret to retaining career educators? For teachers, is there a secret to finding a “forever” educational institution? In this session, we will review teacher feedback, action research, and related strategies for long term teacher retention.

Presenters: Aimee Park | Lindsay Norwood

Organization: Lisle Junior High School

Intentional Mentoring: DEI in Action

Have you waded through tons of applications and selected the right candidate? Now that they have been hired, how will you retain the talented teacher? Come to this session to hear strategies that will ensure you are building leadership capacity. It is our responsibility to make sure you grow your new hire into a teacher leader with intentional mentoring through some targeted opportunities. Diversity, equity and inclusion is part of the transformation and culture shift needed in schools today.

Presenters: Dr. Raquel Wilson | Dr. JaVion Holman

Organization: Glenbard HSD 87

Developing and Assessing 1st-year Teacher Support Systems

This session will explore what school districts should consider when exploring the hiring, onboarding and retention of 1st-year teachers.

Presenter: Xavier Owens, EdS, CPT

Organization: Center for Urban Teacher Development

Breakout Session D

Wednesday, 2:30 - 3:15PM

Professor Picasso: Why the “Art of Teaching” Matters

We love to recite that “teaching is both an art and a science,” and while we can point to plenty of professional development on the “science” side of education, how are we developing the “artist” side of new teachers? This session explores this conflict and challenges schools to give teachers time, freedom, and permission to develop their individual potential.

Presenter: Aaron Sitze

Organization: Oregon High School Changemaker Pathway

Work-Life Balance: Time Management for New Teachers

Are you a new teacher looking to thrive in these challenging times? Do you need assistance in thinking through your first year and all of the highs and lows? Work-Life Balance: Time Management for New Teachers is a conference session that will meet you where you are in your profession and provide you with education, tips and strategies to help you manage your personal and professional time.

Presenter: Raven Talley

Organization: Bronzeville Classical Elementary School, CPS

Establishing Home to School Connections for Beginning Teachers

This session examines the experiences of the Mentor-Mentee relationship as one reflects on how to support early career teachers in developing and maintaining productive parent-school relationships. Participants analyze dispositions and processes inherent to the mentor-mentee relationship and how one can intentionally transfer these processes to the mentee’s practice in initiating/developing productive family partnerships and establishing success strategies with families. We’d like you to leave the session considering how the mentoring relationship can be thought of as parallel to that of the classroom teacher and families.

Presenters: Maryellyn Friel, NBCT | Laura Newmeyer, NBCT | Anna Quinzio-Zafran, EdD, NBCT

Organization: Educational Consultants

Recruiting and Retaining Diverse Educators: A State Perspective

Representatives of the Educator Effectiveness Department at ISBE and the DLRT Network will speak about the state's Diverse and Learner Ready Teacher initiative, which includes developing culturally responsive teaching and leading standards, establishing professional development for practicing educators, and assisting educator preparation programs in developing diverse educator recruitment and retention plans. The session will cover work completed by a network of stakeholders and ongoing work planned for 2021 and beyond.

Presenters: Sam Fogleman | Louise Johnson

Organization: Illinois State Board of Education

Fostering Reflective Practice in Teacher Interns During Challenging Times

In my reflection seminar at a Swiss teacher education institution, aspiring high school teachers exchange around scenarios drawn from day-to-day school life. In this session I will share how I took my seminar online during COVID-19-related school and university closures in Spring 2020, focusing on how I kept the interns informed, motivated, and on track. I will also reflect on what I myself learned, as well as reporting on how one recent graduate is putting the seminar learnings to use in her new teaching role. Participants will leave the session with a snapshot of institution-specific Swiss teacher education in action.

Presenter: Lynn Williams

Organization: PH FHNW Switzerland

Allerton Park



In September 2002, the Statewide Partnership for Supporting New Teachers, as part of the University of Illinois P-16 Initiatives, and with the support of the State Farm Companies Foundation, invited stakeholders to the Allerton Conference Center to focus specifically on induction and mentoring issues.

In October 2004, the Illinois New Teacher Collaborative is founded by a consortium of P-20 educators, state agencies, and business partners and is based at the College of Education, University of Illinois at Urbana-Champaign. The mission of the collaborative is to coordinate a network of services and resources through a statewide partnership of individuals and groups concerned with or interested in attracting and retaining new teachers and enhancing their ability to promote student learning.

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INTC BEGINNING TEACHER CONFERENCE

20 21

JUNE 21-22, 2021



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ILLINOIS NEW TEACHER COLLABORATIVE

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The Illinois New Teacher Collaborative would like to extend special thanks to the sponsors that make this conference possible including the University of Illinois, College of Education at Illinois, and the State Farm Companies Foundation.



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