

Qualitative Data on Program Impact

Impact Statements and Quotes

Participating Teacher
I am thankful for having participated in the Contra Costa County Teacher Induction Program. It has given me a fresh perspective on teaching effectiveness and opened my eyes to new teaching strategies I had been teaching for several years before I decided to earn my teaching credential. The Contra Costa County Office of Education (CCCOE) recognized the value of my years of teaching and allowed me to include them to qualify for the Early Completion Option.
The Induction Program presented innovative ways to maintain classroom management. Early in the program, I attended a seminar offered at the CCCOE. During this session, mindfulness was introduced as an effective strategy to improve classroom management. Mindfulness meditation is beneficial even for children as young as kindergarten. I have been practicing mindfulness meditation with my kindergarten class for the last three years. It helps calm my students and makes for a productive learning environment.
I want to express my gratitude to the program for all it has given to me. It was a very positive experience.
Former CCCOE Teacher Induction Participant - 2020
A problem came up at work. One of the elementary school teachers approached me, a middle school math teacher, with a math related question that I didn't have the answer to. I started to do the research to answer it, but then my mentor from my first two years of teaching popped into my head. Instead of spending hours researching an answer to the question, I reached out to my Induction mentor. Despite her not being my "official mentor" for years, she answered the question better than any research could have done in a fraction of the time.
There are obvious results that the mentoring program produces, but the lasting impact it has had on me is the community I am still part of, despite being in a completely different state now. Being friends and fellow educators with the people who started my career has allowed me to be enthusiastic about this profession. Working with educators with a variety of skills allows us to excel in our strengths and support one another through more challenging aspects of teaching and I am thankful for it.
The lessons I have learned from this community of teachers are the same lessons that we are teaching students: we get what we put in, when we ask for support there are people who are thrilled to help and that being an active participant in your community elevates the group more than one would expect.
Former CCCOE Teacher Induction Participant - 2020

My mentor has done an amazing job at helping me reflect and make sense of my experiences and feelings. She has inspired me to raise my expectations and improve, while also making me feel supported and successful right where I am.

I appreciate my mentor's consistent dedication to my teaching practice. He often provides just the right resource at just the right time.

I love that my mentor constantly checks in about my mental/emotional stability. During our meetings, she shows that she cares more about my mental health than about checking boxes on the induction requirements.

My mentor is very experienced and offers a number of strategies/suggestions for me to explore. She is also quick to acknowledge that one size does not fit all. Her suggestions are ways to support my growth without trying to mold me into a specific pattern. I appreciate her input all the more because she is quick to consider my teaching context and personality.

It has been incredible having a mentor who has years of teaching experience. She is able to be an advocate for me and help me recognize my own skills and potential. I couldn't imagine my first year teaching without her.

Mentor

This is my 2nd year of mentoring. It is amazing because I feel like I am also growing as a professional educator when I work with my PTs. I learn so much from them as well. Also, tools provided by the TIP program are also very useful for my own teaching practices as well. Also, "just in time mentoring" guide and pace in my mentoring practice reminds me to also be patient with my PTs as well. I really appreciate all the support that the TIP Program provides with reminders and newsletters that help me stay on track.

I am finding that the mentor seminar experiences have directly impacted my growth as a mentor. I notice my intentional use of the Mentoring Discourse Pattern. Also, mindfully uncovering the story beneath the story has built an even greater platform of trust.

My mentoring experience has been a growing experience for me! It has allowed me to dig deeper into understanding the trials and tribulations we all face our first couple of years in teaching. I have enjoyed building a strong, positive and productive working relationship with my PT. I look forward to more growth for both of us!

The high quality of our CCCOE program is critical to our induction program. The coordinators are knowledgeable and provide excellent support, both in the trainings and one-on-one. The orientation, on-going mentor trainings and resources are very helpful.

The meetings are invigorating and thought provoking. I really appreciate the planning and thought that goes into these sessions.

I LOVE having the opportunity to engage with teachers in honest discussions regarding their work, their vision for their students and content, and developing an understanding of how it connects to their greater life dreams and goals. Capacity building is magical and rejuvenating!

Whenever I go to the training, I can really feel the care and support. Information given at the training is very useful. It is very meaningful that the program emphasizes that the mentors are there to support teachers and encourage them to write their story, not telling them what to do from our point of view. I love the philosophy of “just in time mentoring” because it helps me to guide teachers at their pace, which puts them in the center.

The strength of this program seems to be in who you have hired and their leadership. I have been consistently impressed and inspired by the caliber of the folks leading and running CCCOE TIP.

Using the growth goal paraphrase stem to empower my PT into identifying the desire and moving toward solutions.

I always walk away from these trainings questioning/wondering about my steps to become more effective as a mentor. So much to learn.

Thanks to both presenters for an engaging well-crafted agenda and dynamic effort.

I can feel myself getting better at this . . .and its largely thanks to your engaging, helpful, and thought provoking PD.

All humans can benefit from strategies for empathetic conversations. Keep up the good work.

