

NEW JERSEY  
NEW AND BEGINNING  
TEACHER PROGRAM

RELATIONSHIP  
MENTORING  
COACHING  
TRAINING  
IMPROVEMENT  
ADVICE  
GUIDING  
PROGRAM  
LEADERSHIP

2022 - 2023



## PURPOSE

The purpose of the New Jersey New and Beginning Teacher Program is to function as a professional learning community for new agricultural educators and to support their development, efficacy, success, resilience, and retention.

## OBJECTIVES

The objectives of NJNBTP are to:

- Provide monthly professional development
- Provide teaching and program resources
- Provide mentoring
- Facilitate programming to address new teacher challenges
- Provide an opportunity to analyze and reflect upon teaching
- Build teacher efficacy and resilience and influence job satisfaction and teacher retention

## TYPES OF PROFESSIONAL DEVELOPMENT ACTIVITIES

NJNBTP utilizes a comprehensive approach to assist new teachers during the first two years of teaching. Effective teachers understand the commitment to being a lifelong learner and one of NJNBTP's goals is to help new teachers begin this process. Following are the activities intended to meet the purpose and objectives of NJNBTP.

### Face-to-Face Meetings

Reflective conversation and activities are conducted during the face-to-face meetings to identify successes and challenges encountered by new teachers. Experienced teachers and educators are utilized as presenters and panel members to share and discuss teaching and curriculum development, youth leadership development (FFA), experiential learning (SAE), and other program management topics. In addition, new teachers will share successful instructional plans, activities, labs, etc. with each other as part of a professional learning community.

Scheduled meetings:

- Ag Ed Boot Camp: August 4-5, 2022
- Fall Food, Agriculture & Natural Resources Education Profession Development Conference: September 30, 2022
- Mid-Year Meet-up: February 23, 2023 (Please make every effort to attend. If a mentor/mentee can't attend, an alternative experience will be offered.)

### Virtual Meetings: "New Crop" Series

Nine virtual meetings will occur monthly from October to June. Delivery of professional development by use of Zoom conserves valuable travel resources and is a convenient and efficient approach for new teachers to meet. Please see page 7 for the list of dates and topics for the 2022-2023 sessions. Time and breakout rooms will be provided at the end of each virtual session for mentors and mentees to complete monthly check-ins.

### Senior Mentors

Supportive relationships will be established between senior mentors and new teachers. Senior mentors are selected based upon their successful teaching experience, reputation as an

effective mentor, and their ability to foster supportive relationships with new teachers. A short application will identify interested individuals. Each senior mentor will be paired with one or two new teachers in their geographic area (when possible). Senior mentors are expected to meet with their mentees at least six times during a school year (identified as August-July). Monthly prompts and topics will be provided to assist with conversation. Senior mentors are excellent listeners, will provide positive feedback and acknowledge new teacher success, and will work with new teachers to problem-solve challenges through reflective conversation.

#### Regional Mentors

Three individuals will serve as regional mentors. In addition to providing general advice, the regional mentor will answer specific questions regarding FFA and other related events. These individuals are expected to host at least one regional event per school year and will work closely with the senior mentors to ensure expectations are being met.

## **EXPECTATIONS, REQUIREMENTS AND TIME COMMITMENTS**

NJNBTP is only as successful as the time and dedication put into the program by both the mentor and mentee. This program is designed to offer a support system and accountability that will promote successful collaboration, networking, and program development.

#### Mentor

- Apply to serve as a mentor by June 15. Commitment is for a two-year cycle.
- Participate in Mentor Orientation on August 4, 2022, held in conjunction with Ag Ed Boot Camp.
- Attend Mentor Dinner on August 4, 2022.
- Initiate contact with mentee; do not wait for them to reach out to you.
- Complete monthly check-ins with Mentee. At least six of these check-ins should be held synchronously.
- Actively participate in professional development activities identified by NJNBTP throughout the year, including face-to-face and virtual activities.
- Be prepared to share past experiences, best practices, resources, and advice with mentee.
- Assist with across the profession networking.
- Identify areas of concern and help mentee overcome specific struggles through problem solving.
- Demonstrate positive coaching skills to aid the mentee with teaching duties and FFA advisor responsibilities.

#### Mentee

- Participation in NJNBTP is a two-year commitment.
- Attend Mentor Dinner on August 4, 2022.
- Attend Ag Ed Boot Camp on August 4-5, 2022.
- Actively participate in professional development activities outlined in the NJNBTP handbook, including face-to-face and virtual activities.
- Respond to monthly check-ins. At least six of these check-ins should be held synchronously.
- Communicate with mentor as needed via an established communication method.

- Remain open-minded and tolerant to new ideas.
- Be able to identify areas of concern and problem solve with mentor’s assistance.
- Maintain a passion for learning through collaboration with others.
- Respect mentor’s time.
- NJAAE membership is strongly encouraged.
- Mentees will earn up to 30 professional development hours for successful completion of NJNBTP per year. Hour attainment is based on attendance at all NJNBTP Professional Development activities outlined on page 7.

## APPLICATION PROCESS

- An application will be used to select Senior Mentors and Regional Mentors for the New Jersey New and Beginning Teacher Program.
- Applications are due June 15, 2022.
- The application can be accessed here: <https://forms.gle/XavQ5SeXN3efJBXcA>.

## LEADERSHIP TEAM

Name	Position	Phone	Email
Erin Noble	State Program Leader	609-571-0441 (c)	erin.noble@ag.nj.gov
Deanna Miller	NJAAE President	717-965-5910 (c)	miller.d@woodstown.org
Keely DiTizio	NJAAE Mentoring Committee	609-408-0913 (c)	kditizio@scvts.org

## RECOMMENDED DISCUSSION TOPICS

This is a general list of topics to aid discussion, as needed. Required monthly check-in topics may or may not include items from the list.

### Classroom

- Classroom management
- Substitute plans
- Share curriculum and discuss available resources
- Program budgeting and accounting
- Grading – tips and tricks
- Course offerings for next year
- AFNR standards implementation
- CASE curriculum
- IEP/504 modifications
- Facilities management
  - Animal facilities
  - Greenhouse facilities
  - Shop facilities
  - Classroom facilities
  - Lab facilities
- Lab & Shop Safety
- Supplies & materials

### Supervised Agricultural Experience

- SAE for All
- Tyles of SAEs
- AET Utilization
- Award applications
- Summer planning/SAE Visits

### FFA/Alumni

- Establishing Alumni Chapters
- Alumni chapter's role
- State FFA activities
- FFA banquet ideas
- Recruiting for FFA
- Officer team selection and training
- Fairs/summer activities
- Program of Activities
- Roster

### Career and Leadership Development Events

- State CDE/LDEs planning and management
- Choosing which CDE/LDEs to participate in
- CDE/LDE preparations/practices coaching
- CDE/LDE resources

### Total Program Management

- Establishing an advisory committee
- Advisory committee's role
- Community outreach
- Grant funding sources
- Articulation agreements
- Approved program requirements

### Professional Memberships/Development

- New Jersey Association of Agricultural Educators (NJAAE)
- National Association of Agricultural Educators (NAAE)
- Association for Career and Technical Education (ACTE)
- Professional development opportunities – NAAE Region 6 Conference/ACTE Vision/NAAE Convention
- Summer in-service opportunities

### Teacher Well-being

- Time management
- Share success and struggles
- Solution for common hurdles
- Self-care – mental health days, avoiding illness
- Areas for improvement
- Reflective practices
- Managing paperwork – student and teacher side
- Email communications/organization
- Acronyms (SAE, NJAAE, NAAE, ACTE, etc.)

## New Jersey New and Beginning Teacher Program (NBTP)

### 2022-23 Schedule

Date	Location	TIP Event/Topic
August 4-5, 2022	Rutgers EcoComplex. Bordentown, NJ	Ag Ed Boot Camp
September 30, 2022	Rutgers EcoComplex. Bordentown, NJ	Fall Food, Agriculture and Natural Resources Education Professional Development Conference
October 19, 2022	Zoom	AET Basics (POA, Roster, Attendance QR Codes, etc.)
November 16, 2022	Zoom	Community Relationships & Partnerships (Advisory Boards, Alumni, Boards of Ag, Grange, etc.)
December 21, 2022	Zoom	Grants (Ag Ed & Non-Ag Ed)
January 18, 2023	Zoom	National FFA Week
February 15, 2023	Zoom	Awards (teacher and student programs – NAAE, ACTE FFA Awards, State Convention)
February 23, 2023	ALLD Location - TBD	Teaching Strategies & Questions, Reflection on first half of the year
March 15, 2023	Zoom	Mental Health (learn about healthy initiatives)
April 19, 2023	Zoom	Servant Leadership (Service Projects, Day of Service Mini Grant, Year Long Living to Serve Grants, Grants for Growing)
May 17, 2023	Zoom	Gearing up for the Summer (SAE Visits, Fairs, COLT, Student Work Programs, Summer Maintenance)
June 17, 2023	Zoom	Reflecting on the Past Year, Planning for Next Year

Zoom Meetings: scheduled each month, 4:30 – 5:30 pm