

To: Chairman Jones, Vice Chair Manchester, Ranking Member Robinson, and members of the committee

From: Nan Zawisza

Thank you for the opportunity to submit written testimony in opposition to House Bill 322.

I am currently a retired teacher; however, I am still active in the educational communities. During the last ten years working for Toledo Public, I was involved with The Toledo Plan (mentoring and evaluation program for first year teachers). My involvement included mentoring and evaluating beginning teachers and being a member of the Intern Board of Review. This board determined the status of these teachers for employment. After retiring from Toledo Schools, I continued on as the Regional Coordinator for Praxis. (Praxis was the forerunner to RESA). In this position, I was responsible for entry level teachers' assessments over a 9 county area. When you consider these two programs combined, they provided support for Ohio's entry year teachers for over 15 years. Currently, I am a RESA scorer and have been involved since the inception of the program. I mention these experiences so you are aware that my involvement with teacher mentoring and evaluation is extensive.

Mentoring, oversight and then a tool to measure the quality of teaching is like ying and yang. You can't have one without the other. How can the mentoring portion be successful without the summative report measuring the quality of teaching and the quality of mentoring?

The need to improve teachers' professional knowledge and skills is recognized across our educational communities. Resident Educator (RE) mentoring is done by experienced teachers who assist the early career teachers to learn and develop professional skills. It sits at the heart of established models of professional learning whereby a novice is inducted into the knowledge and practice of the profession by means of a process of apprenticeship. Close observation of the actions of our RE teachers and then rehearsal of practice are key steps in learning the professional craft. This RE apprenticeship/mentoring then culminates in a summative assessment, which is the RESA. The RESA is scored by teachers with at least 10 years of experience and who have gone thru comprehensive training. After training, assessor applicants must meet accuracy standards to pass certification. Each year these assessors are recalibrated and retested in order to remain part of the project.

In the prior assessment program, evaluations took place in a candidate's 1st year of teaching and provided no feedback. The mentors had to guess exactly what went wrong if their mentee did not pass. RESA candidates now receive **comprehensive** feedback. This feedback is intended to help guide the RE and their mentor to adjust practices that may have been scored below standards. The Ohio Resident Educator Program is a formal four-year program of support. During the first two years, Resident Educators refine their craft and strengthen their teaching practices. Their mentors share best practices and fine tune teaching methods. The RESA is aligned to the Ohio Standards for the Teaching Profession (OSTP) and reinforce goals that are outlined in OSTP.

For the RESA, RE's are asked to reflect on and synthesize what they have learned throughout the program. They are asked to submit a teaching and learning context form, a video recording of the lesson that **they chose** to record and a commentary and reflection form. Assistance is given along the way by the RESA Guidebook, video tutorials, example templates, website support, RESA help desk, designated Ohio of Education staff, and of course, their first line of help...their mentors.

With the continued support of our legislature, RESA is the one objective program that will help guarantee that the quality of Ohio teaching remains high. As I score the assessments and am able to see real classroom teaching, I have many times asked myself, "would I want this teacher teaching my granddaughter." With continued adoption of RESA being used as our yardstick, you would not have to ask that question if your child's teacher has earned a professional license.