

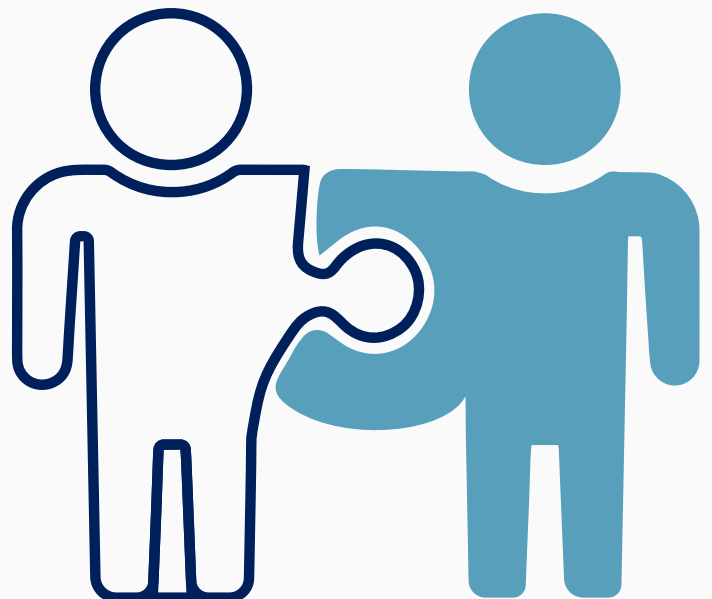


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Mississippi Teacher Residency Program and Mentoring/ Induction Toolkit



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Mississippi Professional Educators



MPE Journal

Executive Director

Kelly Riley

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Dr. Lashundia Carson



The academic year is in motion like a well-engine train on the tracks with a few pit stops along a well-traveled route. The purpose of the pit stops is to refuel, change drivers, pick up passengers, or make repairs such as new tires or mechanical adjustments. Likewise, serving as a professional educator is analogous to a healthy engine-driven train. As an effective educator, you are always on the move, whether addressing work demands or your personal life; As professional educators, we constantly strive to add just one more thing to improve outcomes. However, just like with the well-engine train, if there are no pit stops along the way, the demands of your professional and personal life can often take a deleterious toll on each other.

“A locomotive is a specialized type of train car which is used to run the whole train. The locomotive is self-propelled, generating energy through the burning of fuel, the use of electricity, magnetic levitation, or other methods. Locomotives can be used to either push or pull train cars (<https://charlesro.com>).”

What is my point? You are the train’s locomotive, which means you provide the power to the engine and all the boxcars you push or pull down the track. You are the driving force. All the cars that make up the train depending on the engine to function without fail. To maintain the locomotive and extend its efficacy, timely and scheduled pit stops are essential for the maintenance check of the boxcars. The following essential components of an operable work-like balance can be likened to the boxcars in a well-engine train, Self-Care, Prioritizing, Organizing, and Time Management. Each box car undergoes essential checkpoints at scheduled pitstops to maintain a productive work-life balance.

Car 1: Self-Care has been defined as the process of taking care of oneself with behaviors that promote health and active management of illness when it occurs (Wikipedia, 2022).

Self-care must be number one on your list to be present and productive. You have to take some time to focus on self-care intentionally, and this allows you to alleviate the pressures of everyday life and rejuvenate yourself to get back to a healthy point. However, it is challenging to exude productivity when you are not functioning at your best. So, when you start to feel the overwhelmingness of life, it is best to stop and take care of yourself emotionally and physically to be of use or service to someone else.

Car 2: Prioritizing is the activity that arranges items or activities in order of importance relative to each other (Wikipedia, 2022).

Prioritizing is an excellent gatekeeper for completing a task. We all have busy lives and figuring out the most important things to do involves setting priorities. Therefore, creating a to-do list is an effective way to oversee your daily task realistically. This helps you stay focused on what is essential and what should be completed for the day or week. Prioritizing tasks effectively is vital to self-care.

Car 3: Organizing arranges into a structured whole; order (Wikipedia, 2022).

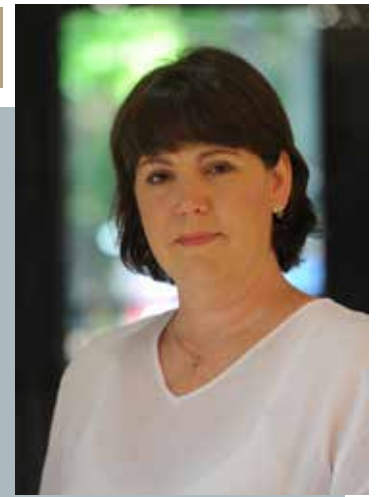
Organizing is executing a thorough and realistic plan and prioritizing the importance of each task. To improve efficacy when your to-do list is lengthy, it is very important to generate a plan of the organization so that you have a template for “budgeting” your time. Also, the to-do list guides how you will complete each task. Finally, to alleviate stress and anxiety, completing a task already in progress is vital before starting a new one.

Car 4: Time Management is the process of planning and exercising conscious control of time spent on specific activities, significantly to increase effectiveness, efficiency, and productivity (Wikipedia, 2022).

Time management is another critical component of work-life balance. It is a combination of prioritizing, organizing, and planning. It simply means managing your time intelligently and making the best of it. A well-planned and organized to-do lists allow you to allocate time to tasks more precisely.

Thus, to keep the engine working at its maximum capacity with all boxcars and caboose in tow, it is advisable to make sure the pit stops for boxcar maintenance are a priority.

Kelly Riley



My daughter's basketball team recently joined the boys' team on a Saturday morning for a "Run to the Big House." Members of each team ran various legs of the 17.5-mile relay from Madison Central High School through Ridgeland and Jackson to the Mississippi Coliseum, aka The Big House. Why would players get up before dawn on a Saturday morning to do so? Because their goal for this season is to make it back to The Big House for the state championship. As my daughter's coach shared, "This run was symbolic of the goal we have set for the season. Sometimes you have to be able to see exactly what it is you are trying to do to understand the why behind the things that you do."

This school year is basically half over. Have you reviewed and revised your goals for the second half of the year for reaching your Big House? Have you explained to your students why your classroom activities are important and how they will help all of you attain your goals? Research has found that goal setting practices can positively impact not only student outcomes but can also influence resistance to teacher burnout and encourage classroom environments centered on growth rather than competition.

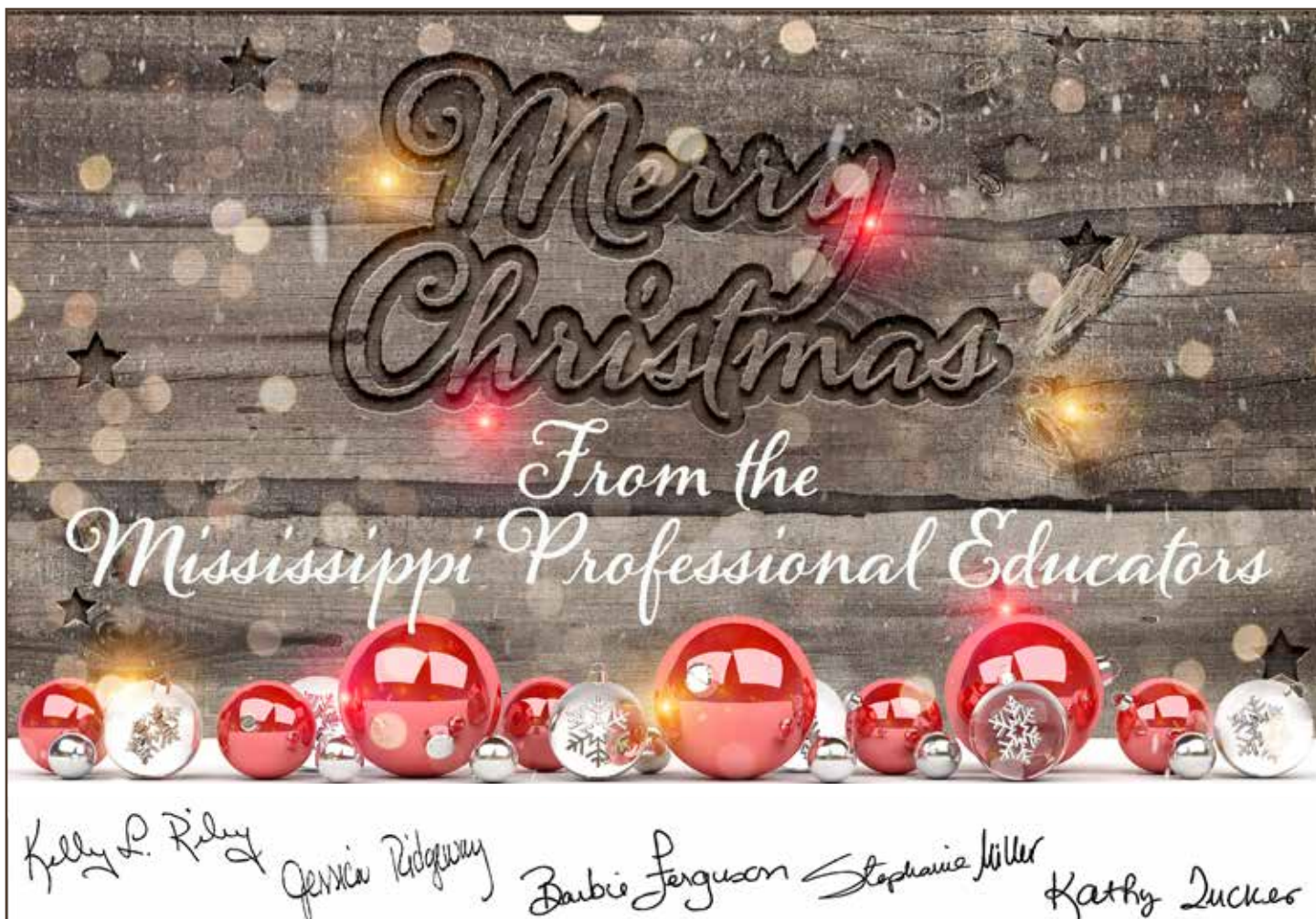
Pages 12 and 13 of this issue highlight the Mississippi Department of Education's (MDE) Mississippi Teacher Residency Program, as well as its Mentoring and Induction Toolkit. These resources were developed to not only recruit diverse teachers into Mississippi classrooms, but to retain them as well. Be sure to read about these valuable assets and the impact they are having in schools throughout our state.

Speaking of MDE....The State Board of Education will most likely have named our new State Superintendent of Education by the time our members receive this issue of the *MPE Journal*. We want to thank Dr. Kim Benton, Interim State Superintendent, for her service these past six months. She has made a concerted effort to be in schools and to meet with educators throughout the state. She has truly been "boots on the ground," and she has sought practitioners' input. We appreciate Dr. Benton's leadership and commitment!

This issue contains several pages of member spotlights. We always enjoy celebrating our members' successes! Be sure to also review the following:

- Want to learn more about teacher leadership, engaging gifted students, our state's accountability model, or effective classroom management? Page 21 provides locations and dates for the eight regional trainings we will provide in January and February. These trainings are FREE, including CEUs, for MPE and Mississippi NBCT Network members. Non-members must pay \$25 to attend, which includes CEUs.
- The 2023 Regular Session of the Mississippi Legislature will convene at 12:00 noon on Tuesday, January 3, 2023. Page 14 provides resources for your use in monitoring legislative developments and communicating with legislators and legislative leaders during the session.
- Page 23 spotlights our 2023 Best Practices Symposium that will be held Saturday, April 1, 2023, at the Sheraton Flowood. Symposium is always a highlight of our year. Registration opens in February for MPE members. Save the date and make plans to join us!

This truly is the most special time of year. Enjoy your time away from school. Do something for yourself, and do not forget to get some rest in the midst of holiday happenings. Enjoy time spent with family and friends. May 2023 bring you and yours peace, joy, good health, and fulfillment!



MPE 2023 GRADUATE SCHOLARSHIPS

Mississippi Professional Educators will award up to twenty scholarships in the amount of \$1,000 each to MPE members who wish to pursue graduate level studies at a college or university in Mississippi.



Eligibility requirements for the scholarship include:

- Applicant is a member of MPE
- Applicant will be under contract as a full-time educator in Mississippi during the 2023-2024 school year
- Applicant is accepted and enrolled in graduate coursework at a Mississippi college or university OR intends to enroll in such coursework if awarded a scholarship

For more information, visit www.mpe.org.

Applications must be received in the MPE office by February 17, 2023.



Ensuring a bright future for every child

UNIQUE ACCOUNTABILITY GRADES GIVE REASON TO CELEBRATE, CONTINUE PROVIDING SUPPORTS

The majority of schools and districts across Mississippi have been in celebration mode since accountability A-F grades for the 2021-22 school year were released in late September. After two years of pandemic disruptions, schools and districts across the nation received new accountability results for the first time since the 2018-19 school year.

One of MDE's strategic goals since 2016 is for every school and district to be rated "C" or higher, and approximately 81% of schools and 87% of districts were rated "C" or higher for the 2021-22 school year.

The Mississippi Department of Education applauds students, educators, parents, communities and education stakeholders for completing the hard work necessary to overcome the setbacks and disruptions on learning caused by the COVID-19 pandemic. We know how important these grades are to everyone who wants to better understand how well local schools and districts are serving students.

While we are encouraged by the tremendous growth, it is especially important this year to look at all the components that make up each school and district grade to get a complete picture of student growth and achievement.

Mississippi's accountability system includes the following components:

- Student proficiency and growth rates in ELA and Mathematics in grades 3-8
- Growth of the lowest performing 25% of students in ELA and Mathematics
- Science proficiency in grades 5 and 8
- English Learner progress toward becoming proficient in the English language
- Performance on the ACT and high school Algebra I, English II, Biology and U.S. History assessments
- Student participation and performance in advanced coursework such as Advanced Placement and dual credit/dual enrollment courses
- Four-year graduation rate
- The grades for the 2021-22 school year were largely impacted by three factors:
 - Overall, Mississippi students made more progress, or growth, than they typically do in one year as teachers focused on accelerating learning after the first year of the pandemic.
 - Testing waivers - In 2020-21, the passing requirements for high school Algebra I, English II, Biology and U.S. History assessments were waived. This will positively affect the graduation rate until all students who tested under the waivers graduate.
 - Temporary, one-year adjustments were made to the accountability system for the 2021-22 school year to account for missing data from 2019-20 and 2020-21. Therefore, 2021-22 grades are not easily comparable to past or future years.



Dr. Kim Benton
State Superintendent
of Education, Interim

Due to these unique factors, I encourage you to remain excited about the tremendous academic progress while considering this year's accountability in the context of pandemic. There will likely be some variability in A through F grades over the next few years as the pandemic disruptions work their way out of the accountability system.

I am certain Mississippi educators will continue to do what you do best: Focus on evidenced-based strategies to improve proficiency among your students; be very intentional in identifying students who need intensive intervention or acceleration and enrichment support; and make sure you tap into free resources such as on-demand tutoring to address learning gaps and accelerate learning (paper.co/states/mississippi).

Our dedicated teachers, support staff, and administrators will provide high quality instruction and essential support for all students to ensure that academic progress continues across our state. Thank you for giving your best each day to the students entrusted in your care!





By the time you receive this edition of the *MPE Journal*, the first half of the school year will be wrapping up, and Christmas and New Years are just around the corner. I hope each of you has had a great school year so far!

The start of a new year means the Mississippi Legislature will soon begin its work. The 2023 session is scheduled to begin on Tuesday, January 3 and conclude in early April.

Each summer, the community college presidents meet to discuss their legislative priorities for the upcoming session. Typically, the priorities revolve around funding issues, mainly appropriations, and 2023 is no exception to this.

Among the budget priorities are salary increases for full-time employees, additional funds for basic operational costs, new revenue for the Career-Tech Advantage Program, and monies for capital improvements/repair and renovations for facilities on the campuses.

In 2022, the community colleges received an additional \$11 million to be used for employee pay raises.

While we are grateful to state leaders for this 3% increase, our community colleges continue to face the challenge of both hiring and retaining the quality employees that are critical to each of our institutions and the successes of our students. We are hopeful the Legislature will provide additional funding that can be used for our employees.

Like all entities, the community colleges are battling inflation and the rising costs of goods and services. As such, we are asking for an increase to help fund basic operational costs. This includes heating and cooling, maintenance, and other costs associated with running the day-to-day operations of a campus.

Career-tech programs are among the most expensive to operate at a community college. High-cost equipment, salaries for qualified instructors, and other expenses make it quite difficult to open and operate these programs. For the past two years, the Legislature has provided assistance by funding the CTE Advantage Program. Resources are used specifically for CTE programs, and the colleges are asking for additional funds in 2023.



Dr. Kell Smith
MCCB Interim
Executive Director

In fact, this program has been quite successful across the state in helping students obtain the skills and training necessary to be successful in their chosen careers.

It is my hope that the 2023 legislative session will be productive for all educational entities. Additional resources, whether funding or otherwise, directly help educate and train our students, which in turn betters the state.

I hope each of you has a happy holidays, and thanks for all you do!





REACHING OUT TO FIRST-GENERATION STUDENTS IMPORTANT WAY TO IMPROVE RETENTION

Blazing a new trail is never easy. There are many unknowns, few guideposts and lots of doubts along the way. It is easy to become discouraged and give up before reaching the destination. First-generation college students face these challenges and fears throughout their college experience.

The Center for First-Generation Student Success reports that just 20 percent of first-generation students earn a bachelor's degree within 6 years of entering postsecondary education, compared to 49% of continuing generation students. Clearly, there is a need to provide more support to first-generation students.

The kind of support needed may vary. Financial support is often needed, so students may require assistance learning about the types of financial aid, scholarships and grants that are available. They may also need to know how to apply for them and what will be required of them to continue receiving the aid in subsequent years.

Beyond assistance with financial support, students may also need help navigating the registration process, signing up for student housing, securing employment either on or off campus, and just general advice on what

to do and when it must be done. They may also need help overcoming challenges, including transportation, childcare, and other obstacles that may hinder their ability to pursue higher education.

As educators, we must also address the mental health and emotional issues first-generation students may face. Some must deal with the resentment of friends and family back home who did not have the opportunity to get a college degree. They may not feel accepted by peers whose parents have college degrees and a higher socioeconomic status than their families. Far from being trivial, the lack of emotional and social support can lead to a student withdrawing from class and leaving before graduation.

As professional educators, you can help first-generation students succeed by helping them learn how to enroll in and pay for college, helping them find the academic support needed to succeed in the classroom, or helping them address the issues outside the classroom that may prevent their success.

Students may be reluctant to admit that they are first-generation stu-



Alfred Rankins Jr., Ph.D.
Commissioner of
Higher Education

dents, but it may be particularly helpful to them to know that a teacher or counselor was a first-generation student. If they know you succeeded, they will know that they can succeed too. I encourage you to share your experience as a first-generation student with your students. You never know who you may be inspiring to follow in your footsteps.

We all know that higher education is an investment worth making. We know that having a college degree pays dividends in increased opportunities, higher wages, and other benefits throughout the lives of the graduates. It is important that we continue to help first-generation students see the benefits, but we also need to help them see that it is possible for them to earn a degree and, most importantly, give them the tools they need to succeed.



First, Take Care of You

"There's no tired like teacher tired . . ." This time of year, many teachers often feel the intensity of the daily demands that come with that noble title - teacher. With so many educators leaving the profession, it is important that we recognize the importance of taking care of ourselves to prevent more teacher burn-out. Along with taking care of our own families, we show up for our students and work families each day. We attend, coach, and/or sponsor sporting and other extracurricular events during school, after school, and on the weekends. We give so much of ourselves to our profession that we must remember to take care of our mental health.

How do we get here? We work nonstop! When we are not working, we are thinking about work. I sure am guilty of this myself. I remember when I first started teaching back in 2005, I had not yet started my own family, so I had all the time in the world (so I thought). I was one of the first teachers to arrive at work and one of the last teachers to leave each day. In addition to taking loads of papers home to grade, I signed up to help with various programs, floats, and anything my administrators asked of me or of a volunteer. In the earlier years of my career, I did not know how to say, "No." To be honest, I was afraid to do so. In the same respect, no one ever pulled me

to the side to say, "You are already on one or two committees, and since we are trying to involve as many teachers as possible, please limit yourself to the one or two committees." Oftentimes, when people learn that you are capable and willing to do something, they allow you to do it all without realizing that you may feel an obligation to excessively work to keep from disappointing anyone. This, too, becomes mentally taxing on teachers – trying not to disappoint anyone.

Later in my career, I still had not learned the lesson of not overextending myself, so at the same time I was working on a degree, I was also sponsoring the Reading Fair, the Spelling Bee, Poetry Night, coordinating the after-school program, and trying to implement effective and engaging lessons in my 8th grade English classroom. Just thinking about it all now is exhausting. During this time, I remember getting so sick at work that one of my administrators drove me to the ER during the middle of the school day. I was physically and mentally drained. This was my biggest eye-opener. Nowadays, I still work hard, but I have learned not to exceed my limit and to give someone else a turn. Most educators have become accustomed to balancing a lot, but many of us are not aware of our limitations until we are *over the limit*.

How do we avoid getting here? We literally take a break! During this holiday break and all breaks (weekends included), we must literally detach



Nicole Dozier-Jones,
NBCT, Ed. S.
MPE Board of Directors

ourselves from work physically and mentally. Try not to think or speak about work too much while you are on break. I know this is easier said than done, but your health depends on it. The field of education is as demanding as it is rewarding. Teaching is hard! Being an educator involves giving so much of yourself daily. It also involves receiving words of encouragement and tokens of appreciation. I currently teach a hardworking set of twins this year, and their mom recently warmed my heart with this message, "I don't know what you do, but my kids adore you. Whatever you are doing is working, and we are so thankful for you!" She has no idea how much this motivates and mentally uplifts me each time I read it. We cannot take care of anyone else if we do not first take care of ourselves. Your family and friends need you. Our educational profession needs you, too. Rest and relax, so you can go back after the holiday break ready and rejuvenated!



FOUR MISSISSIPPI SCHOOLS EARN NATIONAL BLUE RIBBON HONORS



The U.S. Department of Education has recognized four Mississippi schools as National Blue Ribbon Schools for 2022.

They are among 297 schools honored nationwide for academic excellence. The recognition is based on a school's overall academic performance or progress in closing achievement gaps among student subgroups. The four schools earning the national distinction for exemplary high performance are:

- Florence Elementary, Rankin County School District
- Hayes Cooper Center, Cleveland School District
- Oak Grove Lower Elementary, Lamar County School District
- Petal High School, Petal School District

Congratulations to these school families and their communities!

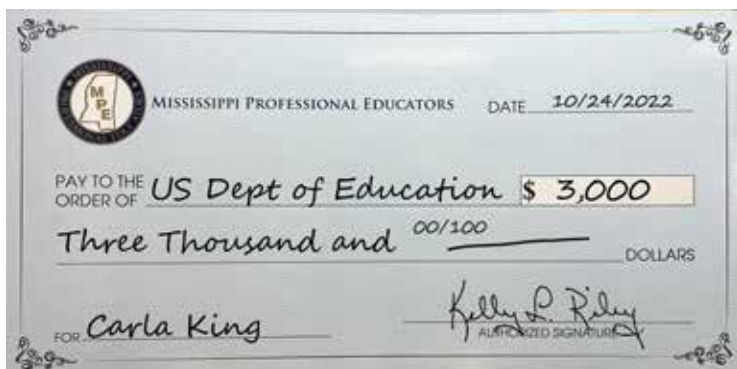
Attention MPE Members: Is your child a member of the **Class of 2023?**

MPE will award up to **ten \$500 scholarships** to high school seniors who have at least one parent who is a member of MPE. Visit "MPE Grants and Scholarships" at www.mpe.org for the scholarship application and guidelines. Applications are due March 24, 2023, and we will announce recipients in April 2023.

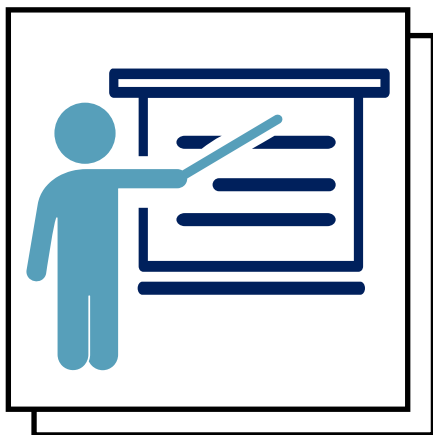


KING WINS STUDENT LOAN CONTEST

Congratulations to **Carla King** for winning MPE's 2022 Student Loan Contest. A graduate of Blue Mountain College, King teaches second grade at Marietta Elementary in the Prentiss County School District. She was selected as the winner via a random drawing of our First-Year Professional members, and MPE will pay \$3,000 of her student loans.



Teacher Residency Programs and Mentoring/Induction Toolkit



Teacher shortages remain a troubling reality for many classrooms across our country. National research estimated at least 36,000 teacher vacancies for the 2021-2022 school year alone. Similarly, Mississippi school districts anticipated 3,036 teacher va-

cancies last year according to the Mississippi Department of Education's Educator Shortage Survey. The challenge of recruiting new teachers is frequently compounded by difficulties in retaining them. The often cited statistic that half of new teachers leave in their first five years offers insight into the scale of the problem. The Mississippi Department of Education (MDE) has taken a bold and proactive approach to address these challenges directly through the Mississippi Teacher Residency (MTR) along with its Mentoring and Induction Toolkit.

MDE launched MTR in 2019 as the nation's first state-led teacher residency with a \$4.1 million grant from the W.K. Kellogg Foundation. At the time, MTR was formed as a key component of MDE's statewide strategy to increase teacher diversity and effectiveness. MTR strives to support individuals who want to become teachers but are not currently enrolled in an educator preparation program. MTR applicants must have a bachelor's degree and either meet the minimum required passing score on the Praxis Core, have a 21 or higher on the ACT (or SAT equivalent), or have a 3.0 GPA (on last 60 hours of coursework). The program aims to support diverse backgrounds and experiences with people of color, veterans of the Armed Forces, and teacher assistants strongly encouraged to apply.

Three years and three cohorts later, MTR continued to deliver on its promise with 70% of residents identifying as a person of color, an 80% graduation rate for

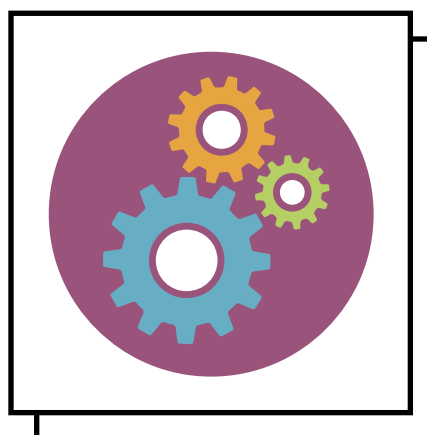
Cohort 1, and 87% of mentors indicating their resident's readiness to serve as the teacher of record following program completion. Evidence of the program's positive impact on teacher diversity and effectiveness led the Mississippi State Board of Education to award over \$9.8 million in Elementary and Secondary School Emergency Relief (ESSER) grant funds to expand the program.

The program's expansion includes five institutions of higher learning: Delta State University, Jackson State University, Mississippi State University, the University of Southern Mississippi, and William Carey University. Together with over twenty district partners, these universities provide a year-long residency experience for candidates under the guidance of an effective mentor teacher. The program's design focuses on elementary and special education based on Educator Shortage Survey results, which anticipated 906 K-6 elementary teacher and 394 special education teacher vacancies for the 2021-2022 school year. MTR culminates with a

master's degree in elementary and special education with the hope that program graduates will ultimately become licensed in both areas and continue teaching in their residency placement district.



Dr. Courtney Van Cleve
State Director
MDE's Division of Educator
Talent Acquisition
and Effectiveness



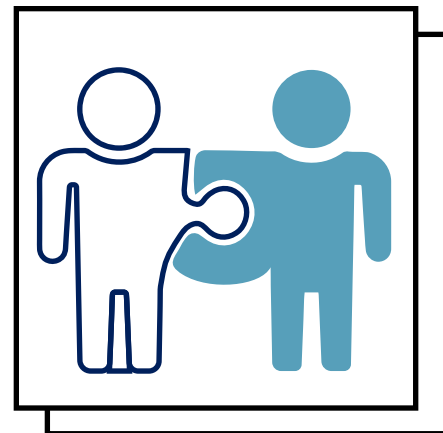
Even during MTR's dramatic expansion, the MDE continuously codifies its learning from the program in an effort to support new teacher recruitment and retention. Launched last spring, the MDE's Mentoring and Induction Toolkit serves as a free, "one-stop shop" for supporting formal mentoring and induction programs from start to finish. The Toolkit began as a series of monthly professional resources developed by MDE's Office of Teaching and Leading to assist MTR mentors in coaching their resident teachers. Initial resource offerings were then expanded in partnership with MDE's Office of Special Education and the Collaboration for Effective Educator Development, Accountability, and Reform (CEEDAR) Center at the University of Florida. As a result of this collaboration, MDE staff revised the Toolkit's monthly professional learning series to ensure alignment with both Professional Growth System (PGS) standards for educator effectiveness and High Leverage Practices (HLPs) for advancing inclusive education.

MDE's Mentoring and Induction Toolkit can be found at <https://www.mdek12.org/OTL/OTC/TMP>. Resources currently include, but are not limited to:

- An overview of how federal ESSER and Title funds can be used to support a mentoring and induction program.
- Checklists for mentor selection criteria and an overview of mentoring roles across both general and special education settings.
- A sample orientation schedule and presentation for mentors that can be modified to fit each local district and/or school's context.
- Forms to assist with mentor/mentee goal-setting and principal updates.
- Pre-developed monthly PowerPoint presentations with classroom resources, teacher tips, and mentor coaching questions aligned to PGS standards and HLPs.
- Sample survey questions for assessing program effectiveness.



The Mentoring and Induction Toolkit has attracted national attention since its release with organizations as wide ranging as the Montana Office of Public Instruction and the Council of Chief State School Officers highlighting its strength as a resource for new teacher support. Still, MDE remains most proud of positive feedback from Mississippi teachers themselves, one of whom recently remarked, "This is exactly what we need, exactly when we needed it to help each other."



Recent findings from MDE's Teacher Retention Survey echoed the need for mentoring and induction programs. One key finding was that 23% of the survey's 6,760 respondents cited a formally assigned mentor as their biggest reason for continuing to teach when they were a new educator. Given survey results and Mississippi stakeholder feedback, the MDE's Office of Special Education was excited to partner with the CEEDAR Center in expanding its Mentoring and Induction Pilot Program. The program aims to improve student outcomes by improving teacher retention and effectiveness, particularly by targeting the reasons that new special education teachers say they leave the profession. Launched in the 2021-2022 school year with six districts, the Mentoring and Induction Pilot Program was expanded to support approximately 160 teachers in the sixteen districts that applied for the 2022-2023 school year. Participating districts receive professional development for mentors, mentees, and administrators in implementing HLPs to support students with disabilities and advance inclusive practice.

By collaborating across offices, universities, and districts to expand MTR programming and mentoring resources, the MDE aims to increase new teacher recruitment and retention as a critical component in achieving the State Board of Education's goal: "Every school has effective teachers and leaders."



2023 MISSISSIPPI LEGISLATIVE SESSION RESOURCES

The 2023 Regular Session of the Mississippi Legislature will convene at 12:00 noon on Tuesday, January 3, 2023. This will be a 90-day session, as it will be the fourth session of a four-year legislative term. Significant legislative deadlines include the following:

- January 16 - Deadline for introduction of general bills and constitutional amendments
- January 31 - Deadline for committees to report general bills originating in own house
- February 9 - Deadline for original floor action on general bills originating in own house
- February 28 - Deadline for committees to report general bills originating in other house
- March 8 - Deadline for original floor action on general bills originating in other house
- March 23 - Deadline to concur or not concur in amendments from other house to general bills
- March 25 - Deadline for conference reports on appropriation bills to be filed
- March 27 - Deadline for adoption of appropriation conference reports and for conference reports on general bills to be filed
- April 2 - Sine Die

It is critical that educators be engaged and share their thoughts on legislation with their respective legislators, committee chairmen, and the legislative leadership throughout the session. MPE's "Legislators by School District" (www.mpe.org/legislators-by-school-district) allows you to identify legislators by school district, with contact information provided for each legislator. Legislative contact information is also available via the Mississippi Legislature's homepage at www.legislature.ms.gov. Below are phone numbers and email addresses for key statewide and legislative leaders.

- Governor Tate Reeves: governor@govreeves.ms.gov, 601-359-3100 or 601-359-3150
- Lt. Governor Delbert Hosemann: ltgov@senate.ms.gov, 601-359-3200
- Speaker of the House Philip Gunn: pgunn@house.ms.gov, 601-359-3300
- Senate Education: Senator Dennis DeBar, Jr., ddebar@senate.ms.gov, 601-359-3221



- Senate Universities and Colleges: Senator Rita Parks, rparks@senate.ms.gov, 601-359-3232
- Senate Appropriations: Senator Briggs Hopson, bhopson@senate.ms.gov, 601-359-3250
- House Education: Rep. Richard Bennett, rbennett@house.ms.gov, 601-359-2860
- House Universities and Colleges: Rep. Mac Huddleston, mhuddleston@house.ms.gov, 601-359-3340
- House Appropriations: Rep. John Read, jread@house.ms.gov, 601-359-3340

MPE will keep our members updated throughout the session via our weekly email updates and our social media platforms. We will issue our first bill tracking spreadsheet of the bills we will be monitoring throughout the session after the January 31 committee deadline. We will post an updated tracking sheet in the "Legislative News" section of our website (www.mpe.org) each Friday. You may also visit www.legislature.ms.gov to monitor developments on legislation.

We would like to recognize the following eleven members who have already earned a free membership for their recruitment efforts during the first quarter of this year:

Dr. LaShundia Carson, Alcorn State

Dr. Stephanie Clausel, Blue Mountain College

Rachelle Holston, Pearl River County School District

Emily Edgar, Lowndes County School District

Erin Fortenberry, North Pike School District

Dr. Brad Johns, Rankin County School District

Charles McClatchy, Sr., Marshall County School District

Beckie Nieman, North Pike School District

Dr. Stacy Reeves, University of Southern Mississippi

Nicole Spinks, Delta State University

Devin Walsh, Lamar County School District

RECRUITMENT INCENTIVES

MPE's recruitment incentives provide a great way for you to earn a free membership, as well as a little extra money. You earn a free year's membership for simply recruiting five new members, and you earn money for each new member recruited after five. Encourage your professional co-workers and friends to join the premiere organization for professional educators in Mississippi.



- Five new members = one year's free membership
- 6-9 new members = one year's membership + \$10 per member*
- 10-14 new members = one year's membership + \$15 per member*
- 15+ new members = one year's membership + \$20 per member*



You will receive \$5 per student member recruited.

Recruitment bonus checks will be awarded at the end of each quarter, with the first quarter beginning July 1 and ending September 30. Credit will be given for each new member who joins or re-joins** between July 1, 2022, and June 30, 2023. Free memberships will be credited towards the next year's membership.

* credit will be given for each additional member after five

** member must have previously been made inactive for a period of three months or more

MEMBER SPOTLIGHT

CARSON NAMED DEAN AT ALCORN STATE



MPE President **DR. LASHUNDIA CARSON** has been named Dean of Alcorn State University's School of Education & Psychology. A member of the Alcorn State faculty since 2006, she previously served as the university's Director of Student Teaching & Field Experiences. Dr. Carson is also the faculty advisor for MPE's Student Chapter at Alcorn State.

MAISEL EARNS ADVANCED DEGREE

TIFFANIE MAISEL, a kindergarten teacher at Ann Smith Elementary in the Madison County School District, earned her Master of Education in Curriculum and Instruction from Mississippi College this past June. She received an MPE Graduate Scholarship in 2021. We are proud to have supported Tiffanie on her journey!



GREGORY SELECTED FOR NATIONAL TEACHER ADVISORY COUNCIL

CARL GREGORY, a government and economics teacher at DeSoto Central High School, is one of 20 educators selected from throughout the country to serve on the 2022-23 National Teacher Advisory Council for the National Humanities Center. A member of MPE since 2016, he is the only Mississippi educator selected to serve on the advisory council this year. Advisory council members represent multiple disciplines in the humanities and have an active role in the development, evaluation, and promotion of the National Humanities Center's educational materials and projects.



GREGORY ASSUMES NEW ROLE AT BELHAVEN UNIVERSITY

DR. TRACEY GREGORY has been promoted to the position of Director of Doctoral Studies for the School of Education at Belhaven University. She has served as Assistant Professor of Doctoral Studies since joining the Belhaven faculty in 2019. A member of MPE since 2010, Dr. Gregory serves as the university representative on our MPE Board of Directors.



MPE AWARDS NBCT SCHOLARSHIPS

MPE awarded \$475 scholarships this past August to the following members to support their pursuit of National Board Certification:



AMBER ARMSTRONG, Northwest Rankin High School, Rankin County School District

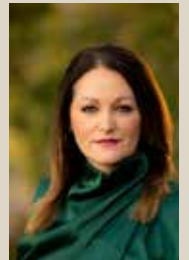
CANDACE WEBB,
Moselle Elementary,
Jones County School District



Best wishes to these two members as they begin their National Board journey!

BOYKIN NAMED DIRECTOR OF OFFICE OF SPECIAL EDUCATION

DR. JENNIFER L. BOYKIN has been named the new Executive Director of MDE's Office of Special Education. She previously served in the Pearl Public School District, as an assistant professor of education at William Carey University, and a project manager for Bailey Education Group. A member of MPE for several years, Dr. Boykin also serves as President of the Mississippi Council for Exceptional Children. Congratulations, Dr. Boykin!



To submit a member spotlight, email kelly@mpe.org

MPE MEMBERS NAMED TO MISSISSIPPI PRINCIPAL ADVISORY COUNCIL

MPE awarded \$475 scholarships this past September to the following members who are beginning their National Board Certification journey:

The Mississippi Department of Education (MDE) announced the addition of 32 educators to the Mississippi Principal Advisory Council (MPAC) in September. These 32 administrators will join 13 returning members of the MPAC to discuss topics critical to their success and share suggestions on how MDE can support administrators and schools throughout the state. Congratulations to the following 11 MPE members who were recently selected to serve and four MPE members who are returning to the MPAC this year:

1. David Adams, Beechwood Elementary, Vicksburg Warren School District
2. Lindsay Brett, Plantersville Middle School, Lee County Schools *
3. Daniel Brooks, South Jones High School, Jones County School District
4. William Cook, III, Houston High School, Chickasaw County School District
5. Paul Henry, New Albany Middle School, New Albany School District *
6. Carol Jones, N.R. Burger Middle School, Hattiesburg Public School District
7. Julie Miller, George County Middle School, George County School District
8. Lee Pambianchi, Northshore Elementary, Rankin County School District *
9. Daphne Smith-Heflin, Lockard Elementary, Sunflower County Consolidated School District
10. Sara Stygles, Oak Grove Middle School, Lamar County School District
11. Christy Suggs, Pontotoc Academic Support School, Pontotoc City School District
12. Matt Thomas, Sumrall High School, Lamar County School District
13. Simone Travis, Pass Road Elementary, Gulfport School District
14. Troy Trout, Hickory Flat Attendance Center, Benton County School District
15. Libby Young, North Pontotoc Upper Elementary, Pontotoc County School District *

*Returning MPAC member

MPE MEMBERS HONORED AS ECONOMICS TEACHERS OF THE YEAR

The Mississippi Council on Economic Education (MCEE) hosted its 18th annual Forum on American Enterprise in October. During the day's events, MCEE honored **ALISON MOORE** of the New Albany School of Career and Technical Education as its 2022 High



School Economics Teacher of the Year and **VIRGINIA KITTRELL** of Sand Hill School in the Greene County School District as its 2022 Middle School Economics Teacher of the Year. Congratulations to these MPE members!

MPE AWARDS NON-CERTIFIED PERSONNEL SCHOLARSHIPS

LATORYA LOFTIN-ODOM is a Support Services Assistant at Pearl Junior High School. She is a senior in the University of Southern Mississippi's College of Education and Human Sciences whose goal is to work in Exceptional Education and to ultimately become a counselor.



SUMMER SOSA is a kindergarten assistant teacher at Northeast Lauderdale Elementary. She is a junior in the University of Southern Mississippi's Teacher Assistant Program (TAP) which supports assistant teachers in becoming licensed K-6 teachers.

2021-2022 CLASSROOM GRANT RECIPIENTS

MPE invites its members to apply for classroom grant funding each year to try out a new idea or buy the “extras” for an already great lesson plan or project. Forty-four members received grants of up to \$1,000 for their class projects and instructional program. We are pleased to spotlight several of the grants below for your enjoyment, as well as your reference for ideas for your own classroom.

Brenda Cameron
South Perry Elementary
Math Foundations Workstations

Thank you, MPE, for providing grant funding for my classroom. Because of your generosity, my students enjoyed engaging math materials that helped them build an understanding of second grade math standards in a fun and engaging way. This money helped me meet the goals I had for my classroom: build an understanding of math standards for all students, make every minute count in building math and reading understanding, and help students have meaningful practice with self-checking in independent centers. My grant proposal helped me purchase the following: Daily Math Journals, Telling Time teaching clocks, Power Pens addition and subtraction cards and pens, a giant magnetic regrouping chart, a base ten magnetic set, base ten teaching kits, math folder games, and more. Thanks again MPE for supporting teachers through valuable teacher insurance as well as investing in the students we all seek to serve.



Laura Jo Ferguson
Northside Elementary
Love for Reading through Diversity

Thank you, MPE, for funding my classroom grant that provided a love for reading through diversity. My goal was to improve my classroom library to show a variety of book topics both fiction and nonfiction to match the demographics of my classroom. By doing this, my students have loved reading about nickels, Simon Biles, Jabari jumping off a diving board, how to be comfortable in their skin, Harriet Tubman, the solar system, the Statue of Liberty, Mae Jemison and so many more! Over 250 books were added to my classroom library that ranged from 1.0 to 3.9. Not only were my students excited about books, but they have shown tremendous growth this school year. MPE, thank you again for giving educators an incredible opportunity to provide students with new and exciting things! Thank you!



Sherri Turnage
Columbia Primary
Enhance Music Experience

I want to thank MPE from the bottom of my heart for funding these fabulous additions to my classroom. The Note Worthy Music Rug has enhanced the learning environment so very much and the two sets of Boomwhackers are just “The Cat’s Meow”! As an Educator, I could not be more pleased with the benefits these items have bestowed in my classroom. Because of MPE, for years to come, these purchases will continue to further music education at our school. That was my ultimate goal. MPE ROCKS!!!!!!!!!!!!





Angela Golobay
Glade Elementary
Taking a Dip in the Pond: Identifying Protists in Real Life

Thank you, MPE, for bringing Science to life in my 6th grade classroom! As a former medical laboratory scientist turned Science teacher, I longed for my students to experience viewing microorganisms under the microscope. I also wanted them to make real-life applications

to how bacteria and protozoans exist in the world around them. Through the MPE grant, you gave my students the opportunity to do this from start to finish. They were able to immerse themselves in the entire process of collecting samples, making slides, and observing microbes under the microscopes. The students were engaged and excited, and truly loved the entire process!



Christopher Little
Jim Hill High School
Marching to Our Future

Thank you, MPE for funding the classroom grant, Marching to Our Future. This grant provided our band scholars at Jim Hill High School with the tools necessary to improve musical proficiency in my classroom. To address the learning loss, due to Covid-19, my objective involved exposing our scholars to quality band literature. By doing so, I unpacked a plethora of objectives and standards embedded in the band literature, putting our scholars back on track to reach grade-level benchmarks for instrumental music. The biggest one, intonation, was a challenge, but, with the purchase of 74 Super Snark 2 Clip-On Tuners (enough for our entire brass and woodwind sections), tuning our band was a huge success and students became aware of both bad and good intonation through positive modeling and positive reinforcement.

Our symphonic band has gone on to receive several "Superior Ratings" because of the intentional teaching and learning of proper intonation. The MPE Classroom Grant provided our scholars with an opportunity to achieve a level of artistic expression, we've never experienced before!



Stephanie Hubbard
Simpson Central School
Ignite your Writing: Developing Young Authors

As an ELA teacher, my goal is to make sure students have books in their hands to read. This year, in the middle of a pandemic, the books that were in our students' hands, were the books that they wrote, illustrated, and submitted for publication. It was a pleasure to put authentic texts in the hands of 45 Fourth Graders and 48 Sixth Graders, at Simpson Central. Each of the students are now published authors thanks to Ignite Your Writing: Developing Your Authors program. The program was funded through a grant from MPE that was awarded to Stephanie Hubbard in the fall. Thanks to support of Dr. Antionette Harvey-Wodall, principal at Simpson Central, Mrs. Hubbard was able to co-teach alongside Mrs. Felicia Moore, Mrs. She'Untay Smith, and Mrs. Jordan Ingram. As a team, they were able to guide the students through the writing process and helped to unlock the students' imagination to become phenomenal writers. Students began the writing process for their books in January and submitted their manuscripts for publication in April. After a few weeks of anticipation, students received their books at a Book Launch Celebration. Students were celebrated with music, cupcakes and fun for their dedication and success on becoming a published author.



MPE MEMBERS NAMED TO MISSISSIPPI TEACHER ADVISORY COUNCIL

The Mississippi Department of Education (MDE) announced the addition of 52 educators to the Mississippi Teacher Advisory Council (MTAC) in August. The MTAC is designed to empower teachers to discuss topics critical to their success in the classroom and to share suggestions on how MDE can assist and support teachers. Formed in 2016, the MTAC now includes 309 educators. Congratulations to the following 23 MPE members who were among the 52 new educators selected to serve on the MTAC:

1. Melissa Black, Marshall County
2. Jennifer Brunetz, Madison County
3. Valarie Buford, Oxford
4. Eddie Butler, Greenville
5. April Dill, Starkville-Oktibbeha
6. Deanna Dumas, Scott County
7. Jessica Ferguson, Pearl
8. Corey Garcia, Ocean Springs
9. Tiffany Gordon, Rankin County
10. Meredith Jierski, Clinton
11. Vijay Pacharne, Starkville-Oktibbeha
12. Demi Roberts, Baldwin
13. Elizabeth Rogers, Scott County
14. Melissa Sanzin, Long Beach
15. Cathy C. Sparks, Cleveland
16. Alice Stringer, Pearl
17. Mary Hill Taylor, Choctaw Tribal Schools
18. Kristen Tillman, DeSoto County
19. Jenn Tynes, Poplarville
20. Jennifer "Paige" Whitten, Oxford
21. Cristyn Wilson, Starkville-Oktibbeha
22. Jane Wohlscheid, West Jasper
23. Haley Young, Long Beach

MPE MEMBERS AWARDED CLASSROOM GRANTS

The Mississippi Professional Educators (MPE) recently awarded classroom grants totaling nearly \$41,000 to the following forty-three members. Our classroom grants assist our members in trying out a new idea or buying resources and supplies for a great classroom lesson or project. We are honored to support our members and their students with these grants. Congratulations to all!

1. Heather Boyer, Houston Upper Elementary
2. Katherine Burge, Poplarville Upper Elementary
3. Amy Chudy, Pearman Elementary
4. Mary-Amanda Cobia, East Marion Elementary
5. Amber Combs, Franklin County Middle School
6. Randolph Costilow, Hazlehurst Elementary
7. Amy Davis, Saltillo Primary School
8. April Dill, Starkville High School
9. Tina Dowdy, Walnut Attendance Center
10. Carmon Dye, Saltillo Elementary
11. Laura Jo Ferguson, Northside Elementary
12. Jennifer Finley, Benndale Elementary
13. Rose Ford, Mississippi University for Women
14. Georgia Gannon, Columbia Elementary
15. Angela Grace, Northeast Lauderdale Elementary
16. Melissa Graham, Belmont Elementary
17. Susannah Gregg, Ocean Springs High School
18. Jennifer Griffin, McLaurin High School
19. Melissa Harrison, McLaurin High School
20. Lydia Herd, McLaurin High School
21. Richard Humphreys, St. Martin High School
22. Julie Ingram, The Learning Center
23. Richard Jones, Pearl Upper Elementary
24. Jacqueline Lewis, Enterprise High School
25. Summer Lewis, Rankin County School District
Aspire Transition Program
26. Hanna Lindamood, Batesville Elementary
27. Jonathan May, East Central Middle School
28. Leslie May, Magee Elementary
29. Salina McMichael, Petal Middle School
30. Bruce Mize, West Point High School
31. Anji Reddy Nalamalapu, Cleveland Central
High School
32. Susanna Oglesby, New Hope High School
33. Kerrie Sherrell, Saltillo Primary School
34. Heather Sours, West Hancock Elementary
35. Danielle Sprouse, Bay High School
36. Stephanie Stringer, Columbia Primary School
37. Katie Thompson, South Forrest Attendance Center
38. Hayley Trantham, South Pontotoc High School
39. Melanie Tutor, Itawamba Attendance Center
40. Julie Viguerie, Oak Grove High School
41. Sara White, Tishomingo Elementary
42. Chelsey Wicker, North Pike Elementary
43. Rebecca Wilkinson, Wells APAC Elementary



2023 MPE REGIONAL TRAININGS

MPE is pleased to offer the following in-person regional training sessions. Participants will receive .6 CEU credits for completing each course. Each session's content is timely for educators during the 2022-2023 school year. All sessions and CEUs are free for MPE and MS NBCT Network members. Non-members must pay \$25 to attend, which includes CEUs.

7 DOMAINS OF TEACHER LEADERSHIP: This session will explore the seven domains of teacher leadership. These domains are designed to develop teacher leaders who will be challenged to reflect continuously upon leadership skills; coaching and mentoring; analysis of assessment and data to impact instruction; strategies for closing the achievement gap through instructional best practices; the need to address equity and diversity in schools; and, collaborative efforts to include colleagues, parents, and the community in comprehensive efforts for school improvement. This professional learning session will address these areas and enhance your journey as a teacher leader or to becoming a teacher leader for your school community.

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| ▪ January 19, 2023 | East Mississippi Community College, Scooba | Time: 7:30 a.m. – 4:00 p.m. |
| ▪ February 10, 2023 | William Carey University, Tradition Campus, Biloxi | Time: 7:30 a.m. – 4:00 p.m. |

ENGAGING GIFTED STUDENTS BY ADDING DEPTH OR COMPLEXITY: Since most gifted students receive the majority of their instruction in the regular education classroom environment, general classroom teachers are expected to recognize the areas of giftedness and to serve gifted students in their classrooms. Therefore, understanding, recognizing, and serving gifted students is a necessary skill set. This professional learning opportunity will address the domains of giftedness to assist teachers in better understanding the gifted learner and the learning expectations for these students. This training will include tools and strategies for planning rigorous educational activities to increase the engagement of gifted learners in the regular classroom setting.

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| ▪ January 24, 2023 | Hancock Leadership Center, Tupelo | Time: 7:30 a.m. – 4:00 p.m. |
| ▪ February 16, 2023 | Natchez Grand Hotel, Natchez | Time: 7:30 a.m. – 4:00 p.m. |

MISSISSIPPI ACCOUNTABILITY MODEL/SYSTEM: The Mississippi accountability model provides teachers and administrators with vital information for making academic decisions throughout the school year. Statewide assessments measure the proficiency and growth status of students in grades three through high school. In addition to proficiency and growth measures, the accountability model includes acceleration, college and career readiness, and graduation rate components. This professional learning session will provide participants with an in-depth understanding of each of the components and will engage them in collaboration to create effective interventions, remediation, and acceleration practices to ensure that ALL students meet growth and move toward proficiency.

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| ▪ January 30, 2023 | Hinds Community College, Clyde Muse Center, Pearl | Time: 7:30 a.m. – 4:00 p.m. |
| ▪ February 7, 2023 | Jones Junior College, Advanced Technology Center, Ellisville | Time: 7:30 a.m. – 4:00 p.m. |

EFFECTIVE CLASSROOM MANAGEMENT: Classroom management can be overwhelming for many teachers. However, with the right procedures and routines, teachers can manage their classrooms with greater confidence. Effective classroom management not only increases teacher job satisfaction and improves student achievement, but it also creates a safe and predictable environment for students and teaches them responsibility. By creating a structured learning environment with clear expectations, teachers develop a strong community that benefits both the students and the adults. This professional learning opportunity will guide teachers in the development of a classroom management plan that addresses these essential components as well as the integration of positive behavior interventions and supports with opportunities for social emotional learning.

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|--------------------|--|-----------------------------|
| ▪ January 27, 2023 | Northwest Community College, Oxford | Time: 7:30 a.m. – 4:00 p.m. |
| ▪ February 1, 2023 | Greenville Higher Education Center, Greenville | Time: 7:30 a.m. – 4:00 p.m. |

To register, go to www.mpe.org, click on the "MPE Regional Trainings" tab, and then click on the training you wish to attend, or scroll down to locate the MPE calendar and click on the training hyperlink. **You must complete the full day** of training to be awarded .6 CEUs.



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MPE MEMBERS HONORED AS TEACHERS OF DISTINCTION

The CREATE Foundation and the Association for Excellence in Education (AEE) honored 27 teachers and three assistant teachers in September as Teachers of Distinction for their contributions to the Tupelo Public Schools. Teachers are nominated by students, other teachers, administrators, parents, and citizens for the award. In addition to receiving a plaque, teachers received \$1,000, and assistant teachers received \$500. The following five members of MPE were honored as 2022 Teachers of Distinction:



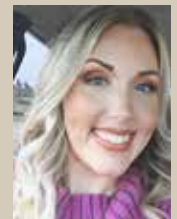
STEPHANIE CAYSON,
Tupelo Middle School

JAMES GARRETT,
Tupelo Middle School



EMILY LEE,
Joyner Elementary

KAYTY RAWSON,
Tupelo High School



ANNA TAYLOR,
Early Childhood Education Center

MISSISSIPPI PROFESSIONAL EDUCATORS BEST PRACTICES SYMPOSIUM



2023

Plan to join practitioners from throughout the state for MPE's 2022 Best Practices Symposium featuring **Brittany Wagner**. A nationally respected athletic academic counselor and motivational speaker, Brittany is best known for her role as the breakout star of the hit Netflix documentary series, *Last Chance U*. Recognized for her compassion, encouragement, and no-nonsense attitude, she guided many young men to academic and professional success despite run-ins with the law, extreme poverty, abandonment, and often a complete lack of academic preparedness. Brittany's first book: *Next Chance You: Tools, Tips and Tough Love for Bringing Your A-Game to Life* was published in September of 2021. You don't want to miss her!

The day's agenda and additional details will be announced in December. Priority registration will open for MPE members in February. Registration will open for non-members in March if space allows. Mark your calendars now and plan to join us on April 1!

Engaging Speakers Legislative and budget news Great door prizes CEUs

Registration opens in February for MPE Members!

**Saturday, April 1, 2023
The Refuge Conference Center
Flowood, MS**

SAVE THE DATE!



MPE JOURNAL

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Consistent and economical dues-MPE has not increased dues in 13 years

Identity theft coverage

Graduate & undergraduate scholarships awarded annually

NBCT scholarships awarded annually

Classroom grant opportunities awarded annually

Non-certified personnel scholarships awarded annually

Student loan payment contest

High school senior scholarships

Administrator school grants

Free regional trainings offering CEUs to members at no cost

Unlimited professional advice available 24/7

Brightview Credit Union membership

MPE Journal published three times per year

Staff monitors legislation at the state capitol, with weekly updates provided to membership

Every dollar of your dues stays in Mississippi for your benefit! MPE does not support political candidates.

Optional group discounts...

Working Advantage discount program

Long-term care coverage

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