

**TEXAS BEGINNING EDUCATOR
SUPPORT SYSTEM**

TxBESS TRAINING MATERIALS

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TEXAS BEGINNING EDUCATOR SUPPORT SYSTEM

TRAINING MATERIALS

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The Texas State Board for Educator Certification (SBEC) would like to thank the many TxBESS participants who have worked to develop this system. The state's education service centers, school districts, schools, and educator preparation entities have all made valuable contributions. Most especially, we would like to thank the 20,000+ mentors and beginning teachers who participated in the pilot and provided valuable input as to how beginning teachers could better be served in the state.

The United States Department of Education Title II, Teacher Quality Enhancement Grant; the Texas Workforce Commission; the Meadows Foundation; the HEB Foundation; and the Texas Education Agency have all contributed funding to TxBESS. The content development for what is now the TxBESS Training Kit began in 1999. A committee of Texas educators, SBEC, and the Educational Testing Service developed the *TxBESS Performance Standards* and a corresponding assessment. The *TxBESS Framework* reflects the research-based standards of teaching described in *Enhancing Professional Practice: A Framework for Teaching* by Charlotte Danielson. We are very appreciative of the Educational Testing Service and Charlotte Danielson for their contributions.

The content of the TxBESS training, as reflected in this kit, is the result of much collaboration among TxBESS state trainers, the TxBESS Streamlining Committee, SBEC staff, and Resources for Learning staff.

Every effort has been made to credit sources. If any sources were omitted, please notify us at amyb@resourcesforlearning.net for acknowledgement in future editions.



Texas Beginning Educator Support System

Using the Training Materials

The Texas Beginning Educator Support System (TxBESS) is an initiative of the Texas State Board for Educator Certification (SBEC) with project leadership and oversight from Resources for Learning (RFL). TxBESS is designed to provide systemic support for beginning teachers in their first and second years on the job. In TxBESS, partnerships that include beginning teachers, local schools and school districts, educator preparation entities, local businesses, community members, and regional education service centers have shared responsibility for the success of beginning teachers.

Supporting beginning teachers early in their careers leads to reduced turnover and a more experienced, better-qualified public school teaching staff. TxBESS is part of a coherent, standards-based system that begins with the state student standards and continues through pre-service preparation, induction, and in-service professional development. Beginning teachers who receive TxBESS support attain greater professional expertise more quickly than unsupported beginning teachers. This support can also lead to higher academic achievement among Texas students.

To assist Texas educators in providing support to beginning teachers, SBEC and RFL are distributing this TxBESS kit, which includes:

- *TxBESS Training Materials* binder, which contains:
 - Nine training modules and handout masters
 - A CD containing all PowerPoint presentations and masters
 - A DVD of a coaching session
 - Five TxBESS brochures
- *TxBESS Program Standards*
- *TxBESS Framework* (5 copies)
- *TxBESS Activity Profile*
- *Induction Research*

Using the *TxBESS Training Materials*

The *TxBESS Training Materials* are a set of modules that educators can use to start or enhance an induction system. The training materials are designed to be user-friendly for trainers as well as participants in the training and to provide flexibility to accommodate a variety of training situations. Those responsible for training can select the modules that are most appropriate for the right audience at the right time.



The following table suggests the most appropriate audiences for each module.

Module	Length in Minutes	Audience					
		General Public	Beginning Teacher	Mentor	Principal	School Induction Coordinator	District Induction Coordinator
TxBESS Awareness	75	X	X	X	X	X	X
Phases and Stages of Beginning Teacher Development	75		X	X	X	X	X
Mentors and Beginning Teachers	75		X	X		X	X
Coaching	120		X	X	X	X	X
The <i>TxBESS</i> Framework	150		X	X	X	X	X
The <i>TxBESS</i> Activity Profile: An Introduction	210-240		X	X		X	X
Principals	90				X	X	X
School Induction Coordinators	75					X	X
District Mentor Coordinators	105						X

Module Contents

Each module consists of a trainer's guide that includes slides and notes for presenters. Handouts and posters are inserted when they are needed. Following each trainer's guide are directions for printing and camera-ready copies of participant notes, materials, and posters.



CD Contents

All materials in the training kit are included on CD in Adobe Acrobat, which can be downloaded at no cost from <http://www.adobe.co.uk/products/acrobat/readstep2.html>. The Microsoft PowerPoint versions on the CD can be projected or used to make transparencies.

DVD Contents

The DVD includes an example of a coaching conversation to use with the Coaching module.

Additional Training

TxBESS offers a four-day training-of-trainers session three times per year at various locations in Texas. The training-of-trainers sessions will give trainers a deeper understanding of TxBESS and more advanced skills in presenting. Additionally, trainers will gain an in-depth understanding of the *TxBESS Activity Profile* by reviewing several beginning teachers' case studies. Trainers will receive additional materials that they need in order to provide more extensive training for local school districts, schools, and educator preparation entities.

Additional Information

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