

# MENTORING PLAN/Protocol

## Piute County School District

### ***Mission Statement***

The purpose of mentoring is to provide support and reflective guidance to new teachers both to the profession and to the district. A mentoring program affords an opportunity to guide and support teachers within the district, while easing a new teacher's entry into the school system. An effective mentor program needs trust, confidentiality, non-judgmental interactions, and mutual respect. Mentoring can lead to more effective teaching, a collegial atmosphere that encourages professional growth, a celebration of success and a comfortable transition for new teachers into the culture of the Piute County School District.

An effective mentor program needs trusting relationships in order to address questions, needs, and concerns of new teachers. Through confidential, non-judgmental interaction, mentor teacher meets regularly with new teachers to support their growth and development.

Building administration will oversee and manage a Teacher Mentoring Plan. The superintendent will provide support to the school administration in the mentoring effort. The mentoring program focuses on *new* teachers to the profession as well as teachers new to the district.

A *new* teacher is defined by this plan as any teacher who is new to the profession, or has less than 3 years teaching experience.

### ***Program Goals***

- Acclimate new teachers to the school and profession
- Guide professional growth
- Ensure the understanding of both state and local standards/goals
- Assist with district/building assessment procedures
- Help with instructional planning
- Foster a positive role for teachers in our local union
- Improve classroom management
- Introduce/socialize new teachers to the staff and community
- Provide growth and professional development
- Promote positive support and self reflection
- To provide a good model of teaching

### **Protocols:**

#### **Step 1:**

Principal will assign mentor teacher. Principal and Mentor teacher will hold initial meeting with new teacher to develop goals and plans. (Use mentor plan template found on PCSD Website)

#### **Step 2:**

Mentor teacher meet with the new teacher throughout the year both formally and informally before opening day of school year, and almost daily during the first month of school or as needed.

**Step 3:**

Continue to schedule formal meetings with new teacher once a quarter to review goals and establish support in the following areas:

1. \* Provide curriculum support as well as support on areas that *need improvement*
2. \* Model professional expectations and practices
3. \* Establish supportive and trusting/confidential relationship with mentee
4. \* Acquaint each mentee with district and building culture
5. \* Celebrate successes and help with strategies to meet challenges
6. \* Model good teaching practices and encourage classroom visitations
7. \* Encourage mentee to attend new teacher events and union activities

**Final Step:**

Last quarter of the year the Principal and mentor teacher will review the new teacher progress made and will address areas of strength and areas of potential growth. Principal will ensure this process is repeated through the teacher provisional status years.