

Personnel

Professional Staff

Mentor Program

The School Board recognizes that providing a quality, mentored induction program for new educators in the profession and in the District is an important professional development approach. A quality mentor program results in benefits for the new educators as well as the mentors, the District and the profession of education. The Mentor Program provides a structure for qualified mentors to assist these new educators' transition smoothly and perform optimally in a challenging profession.

The program is designed to accomplish the following outcomes:

- Enhanced student achievement.
- Increased retention of quality educators in the District and in the profession.
- Accelerated development of new educators' professional competencies.
- Increases sense of belonging of new educators within the District and community.

Qualified mentors shall be assigned to all educators new to the District. The selection, recruitment and assignment of mentors shall be conducted in accordance with established District procedures.

The mentor and protégé partnership shall occur as an integral component of a comprehensive induction process that includes ongoing orientation activities, support seminars, other professional development opportunities and, when applicable, guidance for licensure advancement or renewal. All activities shall be conducted in accordance with the timelines and procedures as specified in the Certified Staff Handbook.

The Board delegates responsibility for program administration and coordination to the Mentor Program Coordinator or designee and the Director of Human Resources.

The Mentor Program shall be evaluated annually. The evaluation results shall be used to make program improvements.

Policy Approved: August 25, 2014

Policy Revised: