



OWATONNA MENTOR PROGRAM

Owatonna Public Schools

WHAT IS IT?

The Owatonna Mentor Program is designed to reach all teachers who are new to the Owatonna Public Schools. By uniting experienced teachers with probationary teachers, the purpose of this program is to provide support, encourage professional development and enhance teaching performance during the first years in the district.

GOALS OF PROGRAM:

- To promote personal and professional growth through dialogue and reflection.
- To increase student achievement through the improvement of quality teaching.
- To foster positive relationships between students, staff, parents, administrators, and community members.
- To encourage collaboration in order to meet the needs of diverse learners in our community.
- To eliminate isolation of beginning teachers and those new to the district.
- To improve the retention of the district's quality teachers.
- To develop leadership capabilities in experienced teachers.

OUR MENTOR PROGRAM IS STRUCTURED TO DRIVE RESULTS



1:1 mentor for all new teachers to the district



Regular in-person, feedback and coaching



3 year program for novice teachers



High-quality and on-going mentor training



Consistent data use for program improvement

Teachers who are new to the district benefit from having experienced professionals guide them through the processes and practices of our district. The program creates a safe space for the teacher to ask questions, receive guidance and grow.

-Jim Kiefer, Alternative Learning Center Principal

WHAT TO EXPECT IN YOUR FIRST YEAR TEACHING IN OWATONNA

- Every new teacher in the district will be matched with a mentor (1:1 ratio)
- Weekly meetings with mentor for the first year of employment in the district
- Collaborative approach with administrator, mentor and new teacher to support professional growth
- Professional development opportunities that are meaningful for all career levels
- Opportunities to observe mentor and other teachers
- Team building/celebrations throughout the year
- Induction to the district

INDUCTION TO THE DISTRICT

4-day induction prior to the start of the school year includes:

- Relationship building and team building
- Understanding the culture (building, district, community)
- Professional development
- Introduction to mentor, district personnel, buildings and administration
- Mentor support in classroom

"One thing that has surprised me the most about the program is the depth of knowledge gained and the support that is given to all new teachers within the Owatonna district."

- Past Program Participant

YEAR 1 Forum

For early career teachers

- Monthly professional development experiences are provided to meet the needs of the participants in the program

YEAR 2 Forum

- 6 hours of professional development aligned with the needs of the teacher and district commitments
- Opportunities to experience a coaching cycle with instructional and/or equity coach

YEAR 3 Forum

- 6 hours of professional development focused on leadership and inquiry via a self-directed classroom action research project
- Peer review training
- Opportunities to experience a coaching cycle with instructional and/or equity coach