



Newark Teacher Induction Program  
Mentor Application Packet

The following criteria are those that will be considered in the selection of all new and experienced Induction Mentors. Of particular importance in the selection are those skills and experiences related to assisting other teachers, promoting success and the ability to work well with students and fellow employees.

**Minimum Qualifications**

- A. Possess a valid Clear California Teaching Credential with at least three years of effective teaching experience or successful completion of an Induction program.
- B. Demonstrates exemplary teaching ability as indicated by among other things:
  1. Effective lesson and unit plan organization.
  2. Effective communication skills.
  3. Subject matter knowledge.
  4. Mastery of a range of teaching strategies necessary to meet all the needs of students.

**District Criteria**

- A. References - Each applicant is required to submit **two references** from individuals with specific knowledge of his/her expertise as follows:
  - A reference from his or her current principal or evaluator.
  - A reference from another individual who has knowledge of his/her teaching skills, relationship with colleagues and leadership skills.
- B. Curriculum and Instructional Skills
  1. The applicant serves a role model to students, teachers, parents, and the community.
  2. Maintains a classroom that promotes the intellectual, social, and emotional growth of all students.
  3. Curricular design integrates effective teaching strategies and methods including technology integration.
  4. Provides collegial support to staff in the elements of effective instruction.
  5. Effectively implements and teaches the Common Core State Standards to foster a balanced literacy and math program.
  6. Knowledge of effective pedagogy for the instruction of English learners and students with special needs.
  7. Assumed leadership roles in professional development, peer coaching, or educational organizations.
- C. Human Relations Skills
  1. Possess personal qualities such as motivation, flexibility, and patience
  2. Forms positive professional relationships
  3. Engages in non-evaluative and unbiased analytical and reflective conversations
  4. Works with others in a trusting, collaborative, culturally and respectful way.



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Name			
Home Address		DOB	
City & Zip Code		Home Email	
Home Phone		Cell Phone	
School / District Employer		Teaching Status	Full Time    Part-time Retired
Work Address		Work Email	
Grade Level Taught		Content Area	
Credentials Held			
Teaching Experience			
Mentoring / Coach Experience			

On the chart below, please rate yourself in the grade level or subject area/s you have taught.  
 Scale: 3 = Extensive Background      2 = Average Background      1 = Minimal Background  
 N/A = Not Applicable

Grade(s) _____	Common Core State Standards	Content-specific Pedagogy	Technology Integration	Assessments
Language Arts				
Math				
Science				
Social Sciences				
Physical Education				
Special Education				
Other: _____				
Other: _____				



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**Mentor Recommendation Form #1**

APPLICANT'S NAME: \_\_\_\_\_ SCHOOL \_\_\_\_\_

**NOTE: THIS FORM IS TO BE FILLED OUT INDIVIDUALLY AND CONFIDENTIALLY BY YOUR PROFESSIONAL REFERENCES. THESE RECOMMENDATIONS WILL BE READ BY THE DISTRICT BTSA INDUCTION REVIEW SELECTION COMMITTEE AS A PART OF THE PAPER SCREENING PROCESS. THE APPLICANT AGREES THAT THIS RECOMMENDATION WILL REMAIN CONFIDENTIAL.**

Please use **black** ink to provide the following information regarding the applicant's qualifications for the position of Induction Mentor. In order to insure full disclosure, the Selection Committee requires that this be a confidential reference. Please do not share the contents of this reference with anyone, including the person seeking it.

<b>Curriculum and Instruction Skills</b>	Poor	Average	Good	Excellent
The applicant serves a role model to students, teachers, parents, and the community.				
Maintains a classroom that promotes the intellectual, social, and emotional growth of all students.				
Curricular design integrates effective teaching strategies and methods including technology integration.				
Provides collegial support to staff in the elements of effective instruction.				
Effectively implements and teaches the Common Core State Standards to foster a balanced literacy and math program.				
Knowledge of effective pedagogy for the instruction of English learners and students with special needs.				
Assumed leadership roles in professional development, peer coaching, or educational organizations.				

<b>Human Relations</b>	Poor	Average	Good	Excellent
Possess personal qualities such as motivation, flexibility, and patience				
Forms positive professional relationships				
Engages in non-evaluative and unbiased analytical and reflective conversations				



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Works with others in a trusting, collaborative, culturally and respectful way.				
Fosters and maintains the respect of his/her colleagues				

<b>Desirable Background but not required</b>	Poor	Average	Good	Excellent
Participates in professional and/or educational organizations				
Assumes or has assumed leadership roles in professional development events, peer coaching , mentoring, etc.				
Assumes or has assumed leadership roles in the school and/or district.				

**“This applicant possesses the requisite skill to be an effective Induction Mentor.”**

Additional Comments:

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Email Address: \_\_\_\_\_ Phone No: \_\_\_\_\_

PLEASE RETURN DIRECTLY TO THE EBIC OFFICE:

Leonor I. Rebosura, Director  
Teacher Induction Program  
Newark Unified School District  
5715 Musick Ave, Newark, CA 94560



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**DO NOT GIVE THIS FORM TO THE APPLICANT**



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**Mentor RECOMMENDATION FORM #2**

APPLICANT'S NAME: \_\_\_\_\_ SCHOOL \_\_\_\_\_

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<b>Human Relations</b>	Poor	Average	Good	Excellent
Possess personal qualities such as motivation, flexibility, and patience				
Forms positive professional relationships				
Engages in non-evaluative and unbiased analytical and reflective conversations				
Works with others in a trusting, collaborative, culturally and respectful way.				



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Fosters and maintains the respect of his/her colleagues				
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Assumes or has assumed leadership roles in professional development events, peer coaching , mentoring, etc.				
Assumes or has assumed leadership roles in the school and/or district.				

**“This applicant possesses the requisite skill to be an effective Induction Mentor.”**

Additional Comments:

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—  
Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Email Address: \_\_\_\_\_ Phone No: \_\_\_\_\_

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