

### **Teacher Assistance Program**

In compliance with rules and regulations promulgated by the superintendent of public instruction, the district assures that:

- A. The mentor teacher program shall be totally voluntary. The District shall not require any individual employee to apply for participation. Selected mentor/beginning teachers shall be placed on a supplementary contract and paid monies designated by the state for mentor/beginning teachers involved.
- B. The beginning and mentor teacher may be asked to attend and would be reimbursed by the district for travel expenses for attendance at required workshops or training sessions.
- C. The mentor teacher may be released from classroom teaching responsibilities in order to observe and assist the beginning or experienced teacher in the classroom.
- D. The mentor teacher, the beginning teacher and the experienced teacher may be released from classroom teaching responsibilities in order to jointly or separately observe each other or observe colleagues in teaching situations.
- E. Mentor teachers shall not be involved in evaluations of their beginning or experienced teachers.
- F. The mentor teacher, the beginning teacher and the experienced teacher shall complete and forward to the superintendent of public instruction such evaluation reports of the teacher assistance program as requested by the superintendent of public instruction.
- G. Mentor teachers shall periodically inform their principals regarding the contents of training sessions and other program activities.

### **Selection Of Mentor Teacher**

A. A mentor teacher shall have been employed primarily as a teacher for one school year with the district and two additional years within any public or private school in any grade K-12.

A mentor teacher shall:

- 1. Demonstrate effective teaching skills.
  - 2. Have a good understanding and perspective of district and building policies, procedures and programs.
  - 3. Possess a high level of professional development/commitment.
  - 4. Demonstrate good communication and interpretation skills.
  - 5. Shall exhibit a high level of energy and enthusiasm and show evidence of a high level of creativity.
  - 6. Be highly regarded by students, staff and the community.
- B. The building principal shall select the mentor teachers..

**Adopted 2/11/03 Revised 10/06 9/08**