

Provision:	Article VI	Title:	Mentor Teacher Program
Presentation:	First (Supposal 5/16/24)	Date:	5/30/2024

Original:

Section 4 Mentor Teacher Program

The District and the Association agree that they will implement a voluntary Mentor Teacher Program. Beginning teachers with a 0.5 FTE or more assignment who have less than one year of certificated teaching experience in either a public or private school in any grade, preschool through 12, are eligible.

The mentor teacher and the beginning teacher will receive a stipend of no less than \$500 each.

No participating employee will be subject to any additional evaluation procedure not outlined in the current Collective Bargaining Agreement. A mentor teacher will not in any way participate in, nor contribute to, the evaluation of the beginning teacher.

Selection Procedure

Opportunities for mentorship will be announced by the administrator via email.

Employees desiring to become mentor teachers will apply in writing/via email to the appropriate administrator. Applicants must possess appropriate qualifications and meet the selection criteria below.

Mentor Teacher Qualifications

1. Teaching experience within the same or similar grade level or subject areas as assigned beginning teachers.
2. Employed full time.
3. Previous 3 years of satisfactory or proficient evaluations, and no longer on provisional status.
4. Be a member of the Association.

Selection Criteria

1. Demonstrate effective teaching skills.
2. Have a good understanding and perspective of District and building policies, procedures and programs.
3. Demonstrate good communication and interpersonal skills.
4. Be highly regarded by students, staff and community.
5. Commitment to the success of the mentor teacher program.

In the case where more than one mentor applies, the Association leadership will be invited to assist in the selection process. The administrator will seek input from the beginning teacher.

Under no circumstances will a person be rejected as a mentor for arbitrary, capricious or discriminatory reasons.

District Proposed:

Section 4 ~~Mentor Teacher~~ Program

The District and the Association agree that they will implement a voluntary Mentor ~~Teacher~~ Program. ~~Beginning teachers~~ **Novice educators as identified by OSPI Beginning Educator Support Team (BEST)** with a 0.5 FTE or more assignment ~~who have less than one year of certificated teaching experience in either a public or private school in any grade, preschool through 12,~~ are eligible.

Meredith Lemelin
6-20-24

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In year one, ~~the mentor educator teacher~~ and the ~~beginning novice teacher educator~~ will receive a stipend of no less than \$500 each. The mentor educator and novice educator in Year 2 will receive a stipend of no less than \$250 each.

Mentor Expectations:



- Attend or provide proof of attendance at an OSPI mentor academy. Engage in ongoing professional development related to mentoring through either district sponsored, ESD or OSPI events.
- Engage in mentoring sessions with beginning teacher on a regular basis which could include but is not limited to; one on one sessions, visiting other classrooms, mentor observing beginning teacher and providing reflective feedback.

Beginning Novice Teacher Educator Expectations:

- Attend district provided professional development including but not limited to August new teacher orientation and TPEP training.
- Engage in mentoring sessions with mentor teacher on a regular basis which could include but is not limited to; one on one sessions, visiting other classrooms, mentor observing beginning teacher and providing reflective feedback.

No participating employee will be subject to any additional evaluation procedure not outlined in the current Collective Bargaining Agreement. A mentor ~~teacher educator~~ will not in any way participate in, nor contribute to, the evaluation of the ~~beginning teacher novice educator~~.

Selection Procedure

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Mentor Teacher Qualifications

1. Teaching experience within the same or similar grade level or subject areas as assigned beginning teachers.
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4. Be highly regarded by students, staff and community.
5. Commitment to the success of the mentor ~~educator~~ program.

In the case where more than one mentor applies, the Association leadership will be invited to assist in the selection process. The administrator will seek input from the ~~beginning teacher novice educator~~.

Under no circumstances will a person be rejected as a mentor for arbitrary, capricious or discriminatory reasons.

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6-20-24