



24-25 Mentor Agreement

Mentors earn \$2000 annual stipends, paid in \$1000 increments, at the end of each semester, and upon candidate work completion, by meeting with and engaging in the reflective work with their assigned candidate(s), as well as attending required workshops and training. Mentors must agree to work extra hours outside of the school day, in accordance with the agreement, and may not submit extra hours in addition to the allotted stipend.

To earn a full stipend, the mentor must complete all the following program requirements:

- ✓ Professionally coach the candidate to make progress towards mastery of the California Standards for the Teaching Profession (CSTP) as evidenced by the Individual Learning Plan and Reflections.
- ✓ Meet weekly with the candidate, beyond traditional school hours, for a minimum of one hour/week, or not less than 4 hours/month to: plan and observe lessons, provide constructive, non-evaluative formative feedback; share instructional practices, analyze student learning, and assess and monitor progress on goals included in the Individual Learning Plan. Meeting may be held in-person or online.
- ✓ Meet with candidate, and their evaluator/administrator in a “TRIAD” two times a year to assist with annual goal setting, development and tracking of the Individual Learning Plan.
- ✓ Observe the candidate teaching a minimum of 2 times a semester.
- ✓ Practice reflective listening and facilitation skills and maintain confidential conversations and professional ethics to encourage continuous, professional self-reflection.
- ✓ Complete the ILP and coaching cycles documents with candidates to support the development of their teaching practice.
- ✓ Attend the required workshops with candidate(s).
- ✓ **New** mentors must attend all required training for mentors. Mentors with 2 or more years of experience may choose training based on their needs. Mentors will arrange their own subs.
- ✓ Formatively assess your own mentoring during the school year through the development of mentoring goal(s) and reflection upon meeting goals.
- ✓ Model and co-teach lessons when appropriate.
- ✓ Communicate with the program leader regularly and complete the program assessments and evaluations, as requested.

I agree to serve as a Mentor/Coach for the _____ in the South Bay Consortium.

(district)

- I have submitted an online application.
- I have read the above listed roles and responsibilities, and I agree to complete the above listed requirements.

Print: _____ Sign: _____ Date: _____