

# Mentor Program Overview



The Douglas ESD Mentor Program supports new teachers by pairing them with experienced educators to provide guidance, collaboration, and professional development. This document serves as an overview for administrators, HR personnel, and district leadership to understand the structure, benefits, and responsibilities related to the program.

## Who is involved?

### Mentors

- Experienced teachers (5+ years) with a valid Oregon teaching license.
- Provide structured support, observations, and coaching for new teachers.
- Attend required mentor trainings and professional learning networks (PLNs).
- Maintain 75 contact hours with their mentee throughout the school year.

### Principals & District Leaders

- Principal and district leaders help identify novice educator candidates for the mentor program and notify the program coordinator (Beth)
- Flexibility to select a mentor from your school district or request a mentor from the ESD pool of mentors.
- Provide feedback to mentor program as needed or requested

### Mentees (Beginning Teachers)

- Teachers in their first or second year as the lead classroom teacher.
- Engage in weekly mentoring activities, including observations, planning, and professional learning.
- Attend mentor summits and professional development opportunities.

### Beth Yarbrough

#### (Mentor Program Coordinator)

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- Oversees program operations and communication.
- Facilitates mentor training and summits.
- Provides ongoing support to mentors and mentees.



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# Key Program Supports for New Teachers

- **Mentor Pairing** – Each new teacher is assigned a mentor for ongoing guidance. Districts may select an experienced teacher from their district to serve as a mentor or request a mentor to be provided by the ESD. All mentors will be trained through the ESD program.
- **Professional Learning & Training** – Structured support including New Teacher Boot Camp, summits, and mentor-mentee learning walks.
- **Classroom Observations** – Opportunities to observe experienced teachers and reflect on best practices.
- **Stipends & Incentives** – Mentees and mentors receive financial support for participation.
- **Emotional & Professional Support** – A dedicated mentor to help navigate the challenges of early career teaching.

## Key Program Dates for 2025-2026

- **New Teacher Boot Camp:** August 13-15, 2025
- **Mentor-Mentee Meet & Greet Summit:** August 20, 2025
- **Initial Mentor Training:** August 19 or September 12, 2025
- **Mid-Year Summit:** November 18, 2025
- **Spring Summit:** May 7, 2026

## District Next Steps

- **Distribute** this document to HR personnel, principals, and hiring teams.
- **Identify** new teachers who qualify and communicate those names to the mentor coordinator.
- **Encourage** new teachers to participate. Mentees should be identified as early as possible.
- **Ensure** mentors have time to fulfill their responsibilities. Release time for observations and mentor-mentee meetings is strongly encouraged.
- **Communicate** with Douglas ESD. If any concerns arise, districts should reach out for support.



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