

**Personnel
Teacher Assistance Program**

Continued professional study and in-service training are prerequisites for professional growth and development. The teacher mentor program is established for the purpose of selecting a highly-skilled teacher to provide continued and sustained support to a teacher, both in and outside the classroom. For purposes of this program "beginning teacher" shall mean a teacher with fewer than ninety consecutive school days of certificated teaching experience in either a public or private school in any grade, preschool through twelve, and who is employed by the district for ninety consecutive school days or more. "Experienced teacher" means any teacher who exceeds the experience specifications cited above.

The superintendent is directed to establish procedures consistent with rules and regulations promulgated by the superintendent of public instruction. The board of directors shall approve of any teacher assistance program prior to submission to SPI. The district reserves the right to modify the program including: the selection process for the participants -- beginning, experienced and mentor teachers; the supervisory responsibilities of the mentor teacher; in-service training of beginning, experienced and mentor teachers, when it is to the advantage of the district to expand the program beyond that supported by the state grant.

Cross Reference:

Board Policy
~~(cf. 5203~~ Staff Assistance Program)

Legal References:

WAC 392-196 Teacher Assistance Program

Adoption Date: SEP 18 '00
Brinnon School District #46

B. 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.

C. The superintendent shall select the mentor teachers. Two classroom teachers, appointed by the teacher's bargaining unit, shall participate in the mentor teacher selection process.

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