MENTORING

The Keller ISD mentoring program is designed to ensure growth and retention of beginning teachers with zero years of teaching experience. These beginning teachers are a part of Keller ISD's INSPIRE Academy. Mentoring will foster a positive, more engaged work environment that supports collaboration, community and personal wellness. KISD will provide at least one district trained mentor for all zero year teachers.

To create a culture for learning so that mentoring is a natural outgrowth of professional practice, each campus will have trained mentors. Training will be provided by Keller ISD.

- Each campus shall maintain a mentoring team with at least 4 KISD trained mentors that are currently KISD teachers (at least one mentor for every 3 mentees to the extent possible) and one campus administrator
- Campus mentors must have at least 3 years of teaching experience with a superior record of assisting students
- Every campus administrator (principal, assistant principal, academic associate, and counselor) shall be trained in KISD's mentoring program within 2 years of becoming a campus administrator
- Campus mentoring teams are expected to meet regularly and no less than once each semester
- A yearly update is required for teacher campus mentors and administrators should attend an update every 5 years
- A mentor teacher must meet with each classroom teacher assigned to the mentor no less than 12 hours each semester (which can include the mentor observing the first year teacher and first year teacher observing the mentor teacher)
- Campuses will provide a plan for mentees to be observed by mentors at least twice a year