

Teacher Induction Program

MENTOR INFORMATION

The Teacher Induction Program is seeking applicants for the position of Mentor for the upcoming school year. Participating Teacher-Mentor matches will be made on an as-needed basis. Any experienced, certificated teacher may apply for this innovative program.

What is the Teacher Induction program?

The California Teacher Induction program is for teachers who hold a preliminary credential (General or Education Specialist) or were prepared out-of-state and have less than five years of teaching experience. The experienced teacher, called the Mentor, works on a one-to-one basis with the Participating Teacher, offering guidance and consultation. Typical activities include classroom visits, assistance, coaching, modeling lessons, individualized guidance, analyzing student work, and planning for professional development. Mentors model best practices and attend professional development activities with other Mentors and Participating Teachers.

Mentor Responsibilities

- ❑ Participate in an orientation/initial training with follow-up trainings throughout the year to develop and refine the knowledge and skills for supporting Participating Teachers
- ❑ Participate in the orientation of Participating Teachers to the community, the District, and school
- ❑ Participate in regularly scheduled seminars with other Mentors
- ❑ Provide on-going, comprehensive support and assessment for one or two Teacher Induction teachers through the following activities:
 - Meeting regularly with participating teachers (*60 minutes per week is a minimum expectation*);
 - Participating in regularly scheduled meetings;
 - Facilitating in the collection of evidence that demonstrates Participating Teacher competence;
 - Assisting Participating Teachers in the development of an Individual Learning Plan (ILP) based on data;
 - Participating in ongoing evaluation of the Teacher Induction Program

Qualifications for Mentors

- ❑ Knowledge of the context and the content area of the Participating Teacher's teaching assignment
- ❑ Demonstrated commitment to professional learning and collaboration
- ❑ Possession of a Clear Teaching Credential
- ❑ Ability, willingness, and flexibility to meet Participating Teacher needs for support
- ❑ Minimum of three years of effective teaching experience

Mentor Trainings

Once assigned a Participating Teacher, the Mentor will participate in an orientation/initial training and follow-up sessions. Topics include:

- ❑ Coaching and mentoring
- ❑ Goal setting
- ❑ Use of appropriate mentoring instruments
- ❑ Best practices in adult learning
- ❑ Support for individual mentoring challenges, reflection on mentoring practice, and opportunities to engage with mentoring peers in professional learning networks
- ❑ Program processes designed to support candidate growth and effectiveness

Compensation for Mentors

- ❑ Support Participating Teachers after contract time is \$1,000.00 for supporting one Participating Teacher; \$2,000.00 for supporting two Participating Teachers

Application Process

- ❑ Contact Rita Cruz for a link to the application
- ❑ Complete the application by the due date

Teacher Induction Program Contact Information
Rita Cruz, Coordinator
562-602-6047
rcruz@paramount.k12.ca.us