



The Dallas ISD Teacher Mentor Program is designed to provide comprehensive support to beginning teachers in their first or second year of teaching, helping them successfully transition into the classroom and develop as effective educators. Each novice teacher was paired with a qualified campus-based mentor who holds a Standard Texas teacher certificate, demonstrates leadership, and exhibits a growth mindset. Mentors provided at least 12 hours of direct support per semester through coaching sessions, classroom visits, feedback conversations, and ongoing guidance.


1,182

 first and second
year novice
teachers

618 (63%)

 mentors completed
required activities

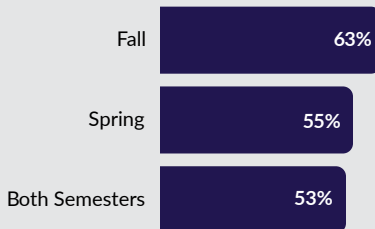
769

 mentees served by
compliant mentors

65%

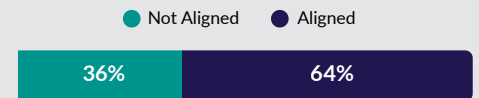
 novice teachers
were paired


Mentoring activity completion rates
dropped from Fall to Spring, with over
half of mentors finishing both terms.


1,202

mentor-mentee pairs

Most mentor-mentee pairs are **aligned by
job category**, ensuring teachers receive
role-specific coaching and relevant
guidance.



Novice teachers reported...

 starting each day feeling
positive and prepared
49%

 being driven primarily
by **student success**
57%

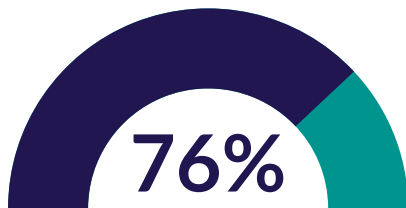
 experiencing a **deep
sense of purpose**
77%

"I love my school"

54%
99%

 mentors felt confident in
providing support

97%

 mentors reported overall
satisfaction with their
mentoring role

76%

Over three-quarters of novice teachers
reported a **positive overall experience**
during their first year.

What has been most rewarding so far?

"The most rewarding experience is being able to build
a relationship with my mentee." - Mentor

"Being able to be a lighthouse for someone through
their first year." - Mentor

"Sharing an idea that I thought was simple and she
letting me know she implemented it in her classroom
and that her students enjoyed it." - Mentor

Why have you chosen to stay at your school?

"... because of the strong sense of community, shared
vision for student success, and the opportunities for
professional growth." - Novice Teacher

"... because of the supportive environment and the
strong sense of teamwork. I feel encouraged to grow
and supported in my role as a new teacher."
- Novice Teacher