

EMERY SCHOOL DISTRICT

MENTOR TEACHER PROGRAM

The primary goal of quality mentoring for the Emery School District's Entry Years Enhancement (EYE) program is to support beginning teachers in the development of skills and expertise to become successful practitioners of effective instruction as required in the Utah Effective Teaching Standards.

A quality mentor:

- Supports the beginning teacher's pedagogy to increase student learning and engagement.
- Guides understanding of the Utah Core Standards to align instructional design.
- Provides direction in the use of assessment tools to drive instruction for student achievement.
- Advises the beginning teacher in implementing structured classroom management.
- Assists in structuring an inclusive classroom that meets the needs of all learners.
- Coaches the beginning teacher in strategies that ensure all students develop meta-cognitive and higher order thinking skills.
- Maintains confidentiality and trust.
- Fosters autonomy in the beginning teacher.
- Advocates for the new educator in forming networks of support.
- Commits to empathetic, respectful, and positive interactions.
- Uses communication skills to promote reflection and improve instruction.
- Collects data to facilitate conversation and influence instructional practice.
- Uses modeling, coaching, collaboration, and consulting skills to aid in educator development.
- Knows and applies adult learning theory.
- Encourages the beginning teacher to take ownership of professional learning and growth.
- Accepts the beginning teacher as emerging and uses techniques to support the development process.
- Seeks out and collaborates on implementation of professional development opportunities.
- Deepens mentoring expertise through reflection.
- Coaches other mentors and is willing to be coached.

Mentor Teacher Qualifications:

1. Be a Career Educator as defined in the Emery School District Policy Manual with effective or higher ratings on summative evaluations.
2. Have an understanding of Utah Effective Teaching Standards (UETS).

Mentor Teacher Requirements:

- 1) Work with cooperative provisional teacher with a minimum of 6 classroom observations, three other classroom/instruction visits, and reflections of all visits and observations.
- 2) Collaborate with other district mentors to develop professional development resources for Emery School District's EYE program including: presentations, trainings, media for classroom/instructional modeling and professional learning.
- 3) Accept assignments, as needed, to mentor and assist teachers in need of remediation.
- 4) Design and provide training for new teachers based on program and individual assessed mentoring needs.

Mentor Teacher Commitment:

- 1) Demonstrate a positive commitment to carry out the District goals for mentoring.
- 2) Actively seek opportunities to use their skills for training, observing and consulting, and modeling effective teaching.
- 3) Actively seek opportunities to enhance skills related to the mentor teacher goals.
- 4) Maintain confidences entrusted to them by other teachers and/or administrators.
- 5) Be diligent in assisting beginning teachers and struggling teachers to be successful in the classroom.

Mentor Teacher Compensation:

Mentor teachers will be compensated for meeting requirements through a \$1,000 stipend paid annually. The District will provide substitute teachers to allow mentors and E.Y.E. teachers to observe other classrooms as needed.

Emery County School District

Mentor Teacher Application Form

I am interested in being considered for the position of Mentor Teacher for the 2018-2019 school year. I understand that the role of the mentor teacher is a critical factor in the success of an effective mentoring and early year enhancement program.

Directions: Answer the following questions and forward the completed form to Ralph Worthen.
ralph@emeryschools.org

Name (print) _____

School _____

Subject/Grade Level _____

1. What is your current effectiveness rating on the Emery District Evaluation Instrument?
2. Why do you want to be a mentor teacher?
3. What abilities and experiences including professional development and learning will you bring as a mentor teacher?
4. What experience do you have with the use of technology? (i.e. Canvas, SchoolCity, Google Suite and/or the use of video self-evaluation and reflection?)

Self-assessment: please rate skills according to:

1 = basic, 2 = proficient, 3 = distinguished.

Domain 1 – Planning and Preparation

- _____ Demonstrating knowledge of content and lesson planning
- _____ Selecting instructional goals and assessing student learning
- _____ Planning instructional units
- _____ Planning for students with special needs, including “at risk” and “gifted”
- _____ Understanding of cultural/ethnic differences

Domain 2 – Classroom Environment

- _____ Managing student behavior
- _____ Establishing appropriate levels of expectations for students
- _____ Managing classroom procedures

Domain 3 - Instruction

- _____ Developing, administering and utilizing formal/informal assessments
- _____ Utilizing various strategies to engage students (large group instruction, small group instruction, one-to-one instruction)
- _____ Providing feedback to students

Domain 4 – Professional Responsibilities

- _____ Conferencing and communicating with parents, teachers, administrators
- _____ Understanding of teaching/learning styles
- _____ Establishing rapport with faculty and staff
- _____ Reflecting on teaching

Name (PRINT) _____

Name (SIGNATURE) _____ Date: _____

Mentor Teacher Qualifications and Agreement Form

(Check appropriate lines)

_____ I am a Career Educator as defined in the Emery School District Policy Manual.

_____ I will complete the District developed Canvas Entry Years Enhancement (E.Y.E.) Mentor Training Program following acceptance as a District Mentor Teacher.

_____ My summative educator evaluation has been satisfactory/effective.

_____ I have never been placed on probation or disciplined for incompetence or insubordination.

_____ I have the ability to provide at least three years of service to the Emery County School District after being accepted as a District Mentor Teacher.

_____ I agree to complete the requirements outlined in the District Mentor Teacher Program and to accept mentoring assignments as needed.

Applicant Signature _____

Date: _____