Mentoring seeks to empower each participant to collaboratively pursue learning, adapt to challenges, develop personal, social, and cultural competencies in order to profoundly impact our world. Mentoring fosters: healthy relationships to enhance life, equitable practices to unleash potential, and continuous learning to nourish life.

**Mentoring SY 2022-2023**

**The Mentor’s Commitment:**
*Invests 4 hours monthly (3 hrs. monthly mentoring & 1 hr. monthly professional learning meeting)*
*Compensation: $1,000 stipend, 45 CDE hours, and the opportunity to purchase 3-D11 Increment Credits upon successful completion of Program*

**The Mentee’s Commitment:**
*Regularly and actively meets with Mentor*
*Has a growth mindset*
*Communicates effectively and transparently*

Mentoring is a research-based, high impact strategy for educator support and retention! CDE encourages Principals to participate in the selection of Mentors based on the following criteria:
- Demonstrates evidence of professional, successful teaching and learning
- Works well with adults and is sensitive to the viewpoints of others
- Is competent in interpersonal and public relations
- Relates closely to the culture and content of the Mentee’s environment (i.e. similar subject area, grade level, position). Mentors can be chosen from a different school.
- Viewed as an advocate, support, guide, and nurturer of Mentee
- Is an active, open learner who accesses ongoing professional growth opportunities

**Professional Learning Meetings:**
Starting in September @ Tesla PD (unless online -TBA)
1st Tuesdays (4:30-5:30 pm)-New D11 Mentors
2nd Tuesdays (4:30-5:30 pm)-New CDE Induction Program Mentors
3rd Tuesdays (4:30-6:30 pm)-CDE Induction Program Seminar (Inductees Only)
4th Tuesdays (4:30-5:30 pm)-Returning Mentors

**NEXT STEPS! Please...**
- Mark your calendar with Meeting Dates/Times
- Begin meeting with your Mentee
- Fill out the Mentor BOY Survey with this link or the QR Code
  [https://forms.office.com/r/5AXWx4YYee](https://forms.office.com/r/5AXWx4YYee)
- Contact Wendy Swearingen with any questions:
  (wendy.swearingen@d11.org; 719-520-2574)

**Data SY 2021-2022**
- 127 Mentees
- 111 Mentors
- 94% of Mentees (and 97% of Inductees) remained in their hired positions for the entire school year!

**Mentoring seeks to support Building Administrators in increasing the 5 Essential Conditions for School Improvement:**
- Effective Leaders
- Collaborative Teachers
- Ambitious Instruction
- Supportive Environment
- Involved Families

**The Mentoring program strives to develop Graduates/Learners who are:**
- Academically ready learners
- Continuous learners
- Empowered citizens
- Skilled communicators
- Innovative problem solvers
- Healthy and balanced learners
- Critical thinkers
- Empathetic collaborators