



Mentoring SY 2022-2023

All **NEW** Certified Staff & Inductees
(Teachers & Special Services Providers)
can be paired with a Mentor!

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.

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

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

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

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

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>

Contact Wendy Swearingen with any questions:
(wendy.swearingen@d11.org; 719-520-2574)



BOY Survey