

## **MENTOR PROGRAM MISSION STATEMENT**

We believe that a mentor program will provide a supportive environment that assists mentees in maximizing their teaching success by quickly assimilating them into the system and encouraging best practices through collegial sharing which will result in increased success for all students.

### **Goals**

- ◆ To integrate new teachers into the social culture of the school, district, and community
- ◆ To promote personal and professional growth through a reflective process
- ◆ To increase the retention of promising teachers by reducing the concerns and addressing the challenges common to all teachers
- ◆ To model, support, and encourage best practices in a collegial atmosphere

### **Roles and Responsibilities for Mentors and Mentees**

#### **Mentor**

- ◆ Facilitates growth in all areas of beginning teachers standards
- ◆ Provides non-judgmental support and guidance to the mentee
- ◆ Facilitates reciprocal classroom visits
- ◆ Provides information on professional development
- ◆ Meets with mentee regularly
- ◆ Links mentee to appropriate resources
- ◆ Keeps accurate program records

#### **Mentee**

- ◆ Active listener and learner
- ◆ Meets and conferences with mentor
- ◆ Keeps records as required
- ◆ Seeks information about professional development
- ◆ Seeks support and guidance from mentor
- ◆ Engages in reciprocal classroom visits

### **Qualifications**

- ◆ Minimum five years of teaching experience with at least three years of teaching in the North Kingstown School District. A teacher may apply during the third year of teaching in North Kingstown.
- ◆ Demonstrates good interpersonal skills
- ◆ Good rapport with administrators and colleagues
- ◆ Recognized for excellence in teaching
- ◆ Current in teaching field