



Mentors facilitate new educators' learning and growth in meaningful ways by...

- Building and maintaining a trusting relationship.
- Helping transition from preparation to practice by serving as an advocate and resource.
- Helping set clear, relevant, and achievable goals.
- Questioning, inquiring, reflecting upon and articulating successes and challenges in professional practice.
- Identifying effective practices in their own classrooms and others'.
- Guiding new learning and next steps.
- Recognizing the complexity of good teaching.
- Recognizing the importance and need for career-long professional development.

Teachers new to the district work collaboratively with their mentors to:

- Schedule regular meetings.
- Seek answers to questions as they arise.
- Utilize the Annual Professional Performance Review (APPR) criteria for professional practice and growth and meet requirements for Marzano based best practices.
- Discuss, plan and participate in professional development opportunities.
- Display instructional leadership in the classroom by collaborating and working with others.
- Use PLC time appropriately and be open to using others in their team as a reference for outside ideas and resources.
- Implement and work on district technology integration initiatives.
- Design lessons and classroom instruction based on data from both formative and summative assessment.



Hand in hand, mentors and their new teacher partners are leading school communities in providing high quality instruction for all students.

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Behind every champion is a great coach!

CGCS D M ENTOR P ROGRAM



Canisteo-Greenwood CSD is committed to establishing high expectations for all faculty and staff. The mentoring program offers new CG hires an opportunity to collaborate with a veteran, foster relationships centered on growth and balance, launch a foundation for success, and prepare for their teaching careers at CG.



Canisteo-Greenwood Central School District

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Mission

The mission of the CGCSD Mentor Program is to ensure that all teachers within the school district are able to establish collaborative relationships that allows for all students to achieve at optimum levels. This program will encourage teachers to be reflective, organized, open-minded, collaborative, and dedicated to teaching for learning.

Goals

The CGCSD Mentor program will:

- Provide a quality introductory program for newly hired teachers.
- Promote the personal and professional well-being of early career teachers leading to a successful and satisfactory teaching experience.
- Use PLC collaboration time and structured teams to embody the principles of the CGCSD mission statement.
- Encourage new teachers to be reflective when dealing with difficult situations and to lean on their mentors to help mediate and grow problem-solving skills.
- Enable teachers to commit to high standards, growth over time, and establish time to reflect on pedagogy.

Outcomes

New CGCSD Teachers will experience:

- Increased desire to remain with our district.
- Frequent professional collaboration through the use of PLC team meetings, vertical and horizontal curricular meetings, and commitment to high quality professional development opportunities.
- Improved ability to articulate and document professional growth by maintaining requirements for PD and state requirements for certificate.
- Increased interest in and willingness to assume leadership roles.
- Increased attention to CGCSD professional development plan and district commitment to technology integration in classrooms.

Areas of Support



Instructional

Sharing information, strategies, and resources for standards-based best practices around planning, teaching and assessment.



System

Sharing information and resources related to district procedures, policies, protocols, and guidelines.



Resources

Providing assistance in locating and accessing educational resources.



Emotional

Offering personal support to new teachers through empathetic listening and sharing of experiences.



Home/School Partnership

Sharing resources and strategies related to family involvement and communicating with parents.



Classroom Management

Providing assistance with the routines and organization of the school day leading to high levels of instructional engagement.

Student achievement begins a collective commitment to excellence in teaching