### Barren County Schools Induction & Mentoring



The Barren County Experience

2025-2026

# Barren Country Experience

Welcome to the Barren County Schools and to a position that will have a major impact on our students and community! The single vision of our district is for our students to become *Life Ready* by fulfilling our mission of being a district "Where Opportunity Creates Success." For all of us who care about kids, this is a rewarding and wonderful career.

We want to offer you our congratulations for choosing education as your profession. This year, as you are supported through the **Barren County Experience**, we know you will soon discover the amazing opportunities that await as you begin your career with Barren County Schools.

## Mission, Vision and Core Values

## Mission

"Where opportunity creates success"

# Vision Be Come Life Ready

## **Core Values**



- · Serving others through teamwork and collaboration
- Providing learning experiences that promote content mastery and critical thinking
- · Demonstrating creativity and inventiveness in our work
- · Taking ownership to find your path to success
- · Being accountable to produce high-quality results
- Communicating in a peaceful and productive manner



#### SKILL & KNOWLEDGE MASTERY

- Increase knowledge using relevant information
- Make sound judgments and decisions
- Create solutions to real problems
- Reflect on and improve learning

#### EFFECTIVE COMMUNICATION

- · Listen effectively
- Speak thoughtfully
- Communicate using multiple modes
- Resolve conflict peacefully and productively

#### TEAMWORK

- · Work together for common goals
- · Respond open-mindedly
- Put personal agendas aside
- Be respectful to all
- Be adaptable and helpful

#### INITIATIVE

- Set goals and complete tasks
- Manage time and resources
- · Prioritize without direct oversight
- · Learn and grow continuously
- · Serve others
- · Assume responsibility

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#### CREATIVE THINKING

- Use creative techniques
- View failure as opportunity
- View landre as opportu
   Contribute useful ideas
- Foster originality and inventiveness

#### ACCOUNTABILITY

- · Work positively, ethically, and drug-free
- · Prioritize and plan to achieve goals
- Be reliable and punctual
- Dress professionally
- Meet goals, even when it's hard
- · Be accountable for your actions
- · Practice social etiquette

# Barren Country Experience

Barren County Schools has a multi-year induction and mentoring program for educators new to the profession, including teachers, administrators, school counselors, and support staff. The BCX program is designed to assist staff in transitioning to careers in Barren County Schools. The program serves staff who are new to the profession and new to the district, and will include mentoring activities over a one (1) or two (2) year span.

BCX has tiered support for all employee types, both classified and certified (differentiated for alternatively certified teachers). Barren County Schools ensure an equitable education for all students. The BCX program supports new employees in teaching/supporting ALL students, regardless of external factors.

#### ONE

New staff recently graduated from a university program for teaching.

#### TWO

Staff in their 2nd year with Barren County. They would have complete BCX One in the prior year.

#### **NEW**

Staff with prior experience but joining Barren County Schools for first year, or staff in a new position (teacher, library, instructional coach, etc.).

#### ALTERNATE

New staff certified via one of the alternative or optional routes available in KY. May also include long term substitutes.

LEAD -

New administrators serving in the Barren County Schools as lead Principals, Assistant Principals, Directors, Counselors, etc. Mentorship & growth opportunities throughout the year.

#### BCX supports new employees in the following ways:

BCX ONE	New staff recently graduated from a university program for teaching.	Support provided by:  School mentor  School administrators  BCX PL sessions offered during the year.	Successful completion is evidenced by participation in:  10 sessions with building mentor  3 sessions at school with admin/leadership team  Attendance at 4 of any of the 8 BCX after school PL sessions offered by district
BCX TWO	Staff in their 2nd year with Barren County. They would have completed BCX ONE in the prior year.	<ul> <li>Support provided by:         <ul> <li>District instructional coaches &amp; consultants</li> </ul> </li> <li>BCX PL sessions offered during the year.</li> </ul>	Successful completion is evidenced by participation in:  5 sessions with district coach/consultant at school sessions during the year  Attendance at 2 of any of the 8 BCX after school PL sessions offered by district
BCX NEW	Staff with prior experience but joining Barren County Schools for first year, - or - staff in a new position (teacher, library, counselor, etc.).	Support provided by:  School mentor  School administrators  BCX PL sessions offered during the year.	Successful completion is evidenced by participation in:  • 5 sessions with building mentor  • 3 sessions at school with admin/leadership team  • Attendance at 2 of any of the 8 BCX after school PL sessions offered by district
BCX ALTERNATE	New staff certified via one of the alternative or optional routes available in KY.	Support provided by:  School mentor  School administrators  District coaches/staff  BCX PL sessions offered during the year.	Successful completion is evidenced by participation in:  10 sessions with building mentor  3 sessions at school with admin/leadership team  Attendance at 6 of any of the 8 BCX after-school PL sessions offered by district

BCX utilizes partnerships between school & district staff to impact induction into the Barren County school family. You can expect support from fellow teachers, building level administrators, district coaches & staff, and district level administrators. Your direct supervisor will communicate with you about specific supports, your mentor (for those in BCX ONE, BCX NEW, BCX ALTERNATE), and school level BCX meetings.



#### **District BCX Professional Learning Sessions**

The district leadership and support staff host 8 BCX professional learning sessions for Barren County educators. Sessions are designed for new staff but are also open to any staff member. Sessions for this year are scheduled for the following dates:

Thursday, August 28th
Thursday, September 25th
Thursday, October 23rd
Thursday, November 20th
Thursday, November 20th
Thursday, April 23rd

Sessions will be held at the Barren County Innovation Zone from 3:15-4:15, unless otherwise communicated. Professional development credit is available for the BCX Professional Learning Sessions. Updated BCX Professional Learning Information is available at this link.

#### **Certified Mentor Selection & Training**

Veteran Barren County certified staff members may serve as mentors. The new teacher (inductee) should work with the building principal to select a mentor who meets the following qualifications AND is in a similar grade/role as the inductee. A district or school training session will be held and the mentors will fulfill the following:

Qualifications:	Expectations:
3 or more years or experience in role	Conduct 3-5 school-level mentoring events
Be familiar with the evaluation expectations	Serve as a guide and resource for new
for the role (CEP, Evaluation Documents, etc.)	employees in your building
Have recommendation of their immediate	Help employee navigate school and district
supervisor	systems so they understand the operation of each
KTIP/similar mentor training or	Submit required documentation to the immediate
experience may be substituted for ONE	supervisor and district for monitoring the
of the above with principal and district	induction process and for compensation.
approval.	

Mentors who complete the expectations for the year <u>and</u> submit the required documentation will receive a stipend based on:

BCX ONE/BCX ALTERNATIVE 10 Events Stipend \$250 BCX NEW 5 Events Stipend \$125

#### **District Contacts**

To lead the multiple BCX tracks, the following district staff will work with principals and supervisors to implement the program:

BCX ONE/NEW/ ALTERNATE	BCX TWO	BCX LEAD
Michael Davis	Susan Hammer	Amy Irwin
Christa Middleton	Instructional Coaches &	Cortni Crews
Scott Harper	Consultants	Scott Harper

<sup>\*</sup>Documentation for mentors is submitted to the school's spreadsheet(Mentor Documentation)

Barren County Schools 2025-2026

Approved: 1st reading: 1-9-2025/2nd reading: 2-13-2025

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