



Mentor Academy

A success plan for all mentors in SMBSD

Purpose: The purpose of the Mentor Academy is to build the mentoring capacity of our expert teachers in order to support and retain all new teachers, and to ensure the highest quality education for our students. While mentoring provides valuable learning for both the Mentor and the new educator, research supports the positive effect mentors have on new teachers. In turn, this will improve instructional practice and enhance and provide equity to the learning experience for our students. Mentors will be a beacon of comfort while also modeling effective teaching practices specific to SMBSD goals and vision. The collaborative relationship between a Mentor and a new teacher is confidential, non-evaluative, and is built on trust. Mentors will support new teachers for three years in a gradual-release model. Year one will focus on SMBSD onboarding and years 2 & 3 will support the new teacher through the induction process.

Levels of Support Defined

Mentors will be supported by:

- Quarterly connections both in-person and virtual
- Asynchronous and Synchronous Collaboration
- Problem of Practice Protocol with colleagues
- Continuous Learning using a variety of media
- Self-Reflection and Goal-Setting
- Program Specialist and TOSA support

Mentor Selection Process

- Site Administrator recommendation
- Completion of [Mentor Application](#)
- Classroom visit

Time Commitment for Mentor:

New Teachers will receive Mentor support for 1-3 years:

- Year 1 & 2: SMBSD Onboarding plus Induction
 - Weekly collaboration with mentee for the duration of the school year
 - Active participation in Mentor Google Classroom
 - Attendance of SMBSD Mentor Support Sessions quarterly
 - Engage in two mentor cycles with your mentee
 - Support through Teacher Induction Program
 - Collaboration, Reflection, Goal-Setting, Problems of Practice, etc.

Mentor Support Dates

*Information Meeting
via Zoom
August 23, 2021
For All 3:00-4:00*

*Quarterly Meetings
Virtual
3:30-4:30*

September 13, 2021
December 14, 2021
April 12, 2022

Optional Problem of Practice
Engagement
TBD

Celebration!
May 24, 2022 3:30-4:30

The stipend is \$1,500/year. Mentors must complete all Mentor tasks & assignments as briefly described above, attend all professional learning, and complete all reflections via the Google classroom.

Contact Information

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