



2025-2026 School Year

Castro Valley Unified Teacher Residency Program Mentor Teacher Certificated Position Announcement

Posting Date: January 17, 2025

Closing Date: April 11, 2025

Position: Mentor Teacher for the Castro Valley Teacher Residency Program

Location: Castro Valley Unified School District

Description:

The role of a Mentor Teacher in the Teacher Residency Program is that of a role model, guide, and co-teacher to a Teacher Resident. The role is for one school year. For that year, the Mentor Teacher hosts a Teacher Resident in their classroom, helping the Teacher Resident apply their coursework in a real classroom environment and supporting their learning with sustained and thoughtful mentoring. Teacher Residents work in their Mentor Teacher's classroom for at least five hours per day, four days per week for the full school year. By the end of the year, Resident Teachers are expected to be doing a significant amount of teaching. Mentor Teachers may participate and lead professional development for the Teacher Residents.

Requirements:

- Current employee of Castro Valley Unified School District
- Valid California Teaching Credential
- Minimum three years of successful teaching experience - Permanent Status required
- Experience in general and/or special education at the elementary and/or secondary level in a high-needs area as identified by CVUSD
- Effective interpersonal and communication skills
- Demonstrated commitment to personal professional growth and learning
- Demonstrated commitment to diversity in society, including diverse abilities, culture, language, ethnic and gender orientation
- Knowledge of:
 - California Standards for the Teaching Profession (CSTPs)
 - State-adopted content standards, frameworks, and accountability systems
 - Formative Assessment and Standards-Based Grading
 - Social Emotional Learning (SEL)
 - Adult learning theory and effective professional development practices
 - Communication, collaboration, and consultation skills
 - Leadership and management skills
 - Best practices related to:
 - Curriculum, adaptations, and materials
 - Data-driven instruction and decision-making
 - Assessing mastery of standards
 - Social, academic, and behavioral intervention

Reports to: Dr. Raúl M. Zamora

Terms: 180 days, annual stipend \$4,000 - in two payments, plus summer training stipend up to \$1,000, depending on training program.

Performance Responsibilities:

Professional Responsibilities

- Fully attend summer professional development as appropriate.
- Commit to work and communicate with assigned Teacher Resident daily, or according to schedule assigned by program
- Focus on supporting Teacher Resident to build candidate's skills and improve student achievement
- Attend scheduled Mentor cohort meetings. *Possible presentation with Mentor Teacher teams on specific topics, such as classroom management, Equity Grading, SEL*
- Provide both leadership and support for Teacher Resident in meeting program requirements leading to completing of the Preliminary Teaching Credential including the Teacher Performance Assessment
- Participate in on-going professional training to acquire the knowledge and skills in order to be a Mentor Teacher
- Represent the District and Program in a professional manner

Relationships

- Maintain confidentiality about assigned Teacher Resident
- Work collaboratively with other Mentor Teachers, CVUSD district staff, CSUEB staff, and other key stakeholders
- Display tact, respect, and flexibility
- Communicate questions and/or concerns about the Teacher Residency Program or Resident Teachers to the District Coordinators and/or the Director in a timely manner

Observation Skills and Program Paperwork

- Maintain and submit all appropriate written documentation
- Maintain high level of professionalism in all communication
- Meet required timelines and deadlines
- Use a variety of observation tools to collect classroom data
- Use active listening, reflective questioning, paraphrasing, and clarifying skills

Castro Valley Unified School District is an Equal Opportunity/Affirmative Action Employer. The District is in compliance with Title IX of the Education Amendments of 1982 and does not discriminate on the basis of race, religion, ancestry, national origin, age (over 40 years), sex, marital status, medical condition (cured or rehabilitated cancer), or physical handicap in any of its programs, activities, or employment practices.