

Creston Community School District Mentoring & Induction Goals:

- **Promote excellence** in teaching as described by the Iowa Teaching Standards
- **Enhance student achievement**
- **Increase the retention** of promising beginning teachers/new professionals
- **Provide professional and personal support** to beginning teachers transitioning into the culture of the district and school community
- **Promote personal and professional well being** of classroom teachers
- **Support and promote continuous improvement** and growth of beginning educators and mentors
- **Provide an efficient source of information** regarding district policies and procedures for new teachers
- **Provide technical assistance** as new professionals enter the field of education
- **Promote the collaborative spirit** of a professional learning community

The 2024-2025 Mentoring and Induction Team :

Karlie Hyde, Joni Gillam, Casey Tanner, Jon Thomson, Paula Jacobson

2nd year new educators and mentors 2024-2025

Abbi Hood	ECC	Kdg.	Jessica Spencer
Cayla Maitlen	CES	5th grade	Ashley Thomson
Phoenix Thompson	CES	SPED	Sarah Stephens
Jess Carter	CMS	SPED	Blair Glendenning

1st year new educators and mentors 2024-2025

Paige Davis	CES	2nd grade	Kate Jennett
Mykenna Newbury	CES	2nd grade	Alison Waltz
Dalton Gross	CHS	HS Social Studies	Tasha Haley
Hallie(Laning) Powers	CHS	HS Industrial Tech	Martha Boehlke

Our team met monthly on 8 occasions this year. Our focus continued to be on the 8 Iowa Teaching Standards. We spent a great deal of time on classroom management and discipline. Mentors were asked to check in regularly with their new educator. Some checked in daily, others weekly. It is important that there were many circles of support and encouragement for our new educators. Those included: PLC team (content or grade level), coaches and principals, mentors, educators in your building, mentoring coordinator and/or other trusted staff at CCSD.

A new educator survey was given to the participants. It is important to find out what went well and what needs improved upon.

The findings:

*What were the top two ways that you received support this year?

- 1) My instructional coach
- 2) My mentor, My PLC team (tie)

*What was one thing that you feel went well during our meetings this year ?

- 1) Consistent discussion and ideas on classroom management and discipline
- 2) The relationships between mentors and new educators were genuine

*What was one thing that could be improved upon?

- 1) Provide even more opportunities for us to learn from our mentors
- 2) Shorter professional readings

100% of the new educators felt that release time to observe other CCSD educators was beneficial to them.

*What is an area that you feel you have improved upon this year?

- 1) Building strong relationships
- 2) Writing IEP's and conduction the IEP meetings
- 3) Knowing the Iowa Teaching standards better
- 4) Classroom Management
- 5) Time Management
- 6) Finding and using resources to help my students

If you could sum up your year in a word or phrase what would it be?

8 responses

Insightful
Emotional
Exciting/Fun!
LEARNING A LOT STILL
Challenging
All limbs were intact
Tiring
Accomplished

Looking ahead to next year:

The mentoring program is a two year plan.

The [8 Iowa Teaching Standards](#) remain a solid foundation for our group to focus on.

There are 4 returning (2nd year) new educators.

There are at least 3 (possibly more) new educators that will enter (1st year) our program.

Mentors will need to be secured for all first year new educators.

The monthly meetings will continue - but will need to be held on a day other than Wednesday.

The monthly meetings will include visits/ideas/information from our own CCSD leaders in technology and education.

Having clear mentoring goals, communication and expectations within our district, buildings and teams will help our newest colleagues be successful.

We will continue to encourage collaboration among all staff as a building block for helping our staff, and therefore, our students be successful.