

New Teacher Mentoring Overview For Mentors

We would like to thank you for accepting the responsibility of being a mentor this year to a first or second year teacher. Obviously your administrators feel you have the skill set to encourage and support a new teacher. Your skill set is a true gift and is a vital component for providing new teachers an individualized and personalized support system. Attrition in the first 5 years among beginning teachers is 40%-50% (Ingersoll & Kralik, 2004). This is often attributed to new teachers not being prepared for the rigor and requirements of the classroom. This is where you come in!

We have revised the mentor/mentee program to include first and second year teachers. It is our goal to support you so you can more effectively support our new teachers. A list of tools that you will need to serve as a mentor can be found on the [Shelby County Schools New Teacher Mentor website](#). The collaboration calendar will provide guidance as you discuss district curriculum and expectations. It is organized with weekly personal, professional, and instructional prompts for comprehensive support of your mentee. Use the collaboration calendar to find ideas for discussions and then use the Documentation Calendar to record and document your discussions. A copy of your Documentation Calendar will need to be turned into your school's mentor coordinator each month. One assignment is also due each semester. Assignments for first year teachers are a Video Self Assessment and a Teacher Observation. Second year teachers can choose from the Year 2 Choice Board. One assignment and your documentation calendar must be turned into Tiffany Pardue for each semester before the November and April deadlines for you to receive the stipend from the state.

Please contact me if you have any questions and thanks again for being willing to share your time and talents with our new teachers.

Angela Walker

a3walker@shelbyed.org

205-682-5974