

Mentoring Program Overview

Geneseo CUSD 228

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Mentoring Program Rationale

- Provide support for new teachers throughout the school year (reduce stress and tension)
- Help teacher retention.
- Culture.
- Mentors benefit as well.

By providing resources for the Mentoring Program the Board is making an investment in our student's and teacher's success.

Mentoring Program Logistics

New teacher hires are assigned are paired with an experienced District teacher.

- Finalized end of July
- Mentors/Mentees in place by the new teacher luncheon.

This year there were 12 new teacher hires paired with 12 mentors.

2 Main Components of the Mentoring Program

Whole Group Meetings

Monthly Checklist

Whole Group Meetings

- 6 “Whole Group” Meetings during the school year.
- Teachers new to the teaching profession attend all 6.
- New teachers who have taught in other districts attend 3 Whole Group Meetings

Whole Group Meetings

Discussion/round table based, topics from this year include:

- *Goal Setting*
- *School Safety*
- *Teacher Evaluation Process*
- *Communication*
- *District Protocols and Procedures*
- *Legal Issues*

Monthly Checklists

Various topics/tasks that the Mentors and Mentees complete on their own each month.

Once items on monthly checklist are completed, both the Mentor and Mentee initial each item and submit.

Monthly Checklist (example)

October

Criteria	Task Completed (Date & Initial)		Questions/Comments
	Mentor	Mentee	
Discuss upcoming parent/teacher conferences			
• Teacher expectations			
• Possible interaction scenarios that commonly occur			
• Communication ideas and tips			
Review ERMA			
• Reading pay stub			
• Recording sick days/personal days			
• Benefits vs. Deductions			
How to request a sub when ill (building procedures)			
Review upcoming monthly curriculum and calendar			
Set up time for mentor to observe mentee teach			
Set up time for mentee to observe mentor teach			
Discuss assessment procedures for formal & informal assessments			
Follow-up on formal & informal evaluation forms			
Review board meeting minutes			
Review GEA contract			
• Discuss communication for contract questions			
Address mentee questions and concerns			

Q & A