

Policy #: 537.2

SCHOOL DISTRICT OF WEBSTER

Date Adopted: December 17, 2018

Date Revised:

Policy Title: New Educator Mentor Program

The School Board recognizes that providing a quality, mentored induction program for educators who are new in their profession and for educators who are new in the district. It is an important professional development approach. A quality mentor program results in benefits for the new educators as well as for the mentors, the District, and the profession of education.

The District's new educator mentor program provides a structure for qualified mentors to assist new educators with their transition to and their performance in a challenging profession. In addition, the program is intended to:

- Enhance student achievement.
- Increase retention of quality educators in the District and in the profession.
- Accelerate development of new educators' professional competencies.
- Increase the sense of belonging of new educators within the District and community.

The District shall provide a licensed, trained mentor for District employees to the extent and for at least the period of time required by the Department of Public Instruction's licensing regulations. In addition, the District shall also provide a mentor (1) for at least one year, or longer at the discretion of the employee's building principal or other administrative-level supervisor, for teachers and pupil services personnel who have previous professional experience, but who are new to the District; (2) for any teacher or pupil services professional who is employed exclusively under a tier 1 educator license; and (3) as otherwise approved pursuant to the District's mentorship program guidelines and procedures.

The mentor and mentee partnership shall occur as an integral component of a comprehensive induction process that includes ongoing orientation and support and other professional development opportunities.

Under the supervision of the District Administrator, the Board delegates primary responsibility for the administration and coordination of the District's mentor and induction program to the building principals. The administration is responsible for:

- Designing a program that is aligned with Board and District goals and coordinated with other professional development opportunities and activities;
- Ensuring that there are appropriate opportunities for collaboration that involve administrators, staff, and other District stakeholders in the design and review of the mentor and induction program;
- Establishing guidelines and expectations for the role of the mentor and for the educators to whom a mentor is assigned;
- Establishing guidelines and procedures for the recruitment, selection, and assignment of mentors;
- Providing oversight and supervision in connection with the implementation of the program; and
- Establishing a process and timeline for the periodic evaluation of the District's new educator mentor and induction program and communicating the results of such evaluations to the Board.

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The Board must approve the amount of any monetary compensation that is provided to a District employee, or under any contracted service arrangement, for performing the role of a mentor within the District.

Legal References:

Wisconsin Statutes

[Section 120.12\(2m\)](#) [school board duty to implement an educator effectiveness evaluation system]

[Section 121.02\(1\)\(a\)](#) [school district standard; employment of licensed staff]

[Section 121.02\(1\)\(b\)](#) [school district standard; professional staff development]

[Section 121.02\(1\)\(q\)](#) [school district standard; professional staff evaluation]

Wisconsin Administrative Code

[PI 8.01\(2\)\(a\)](#) [licensure]

[PI 8.01\(2\)\(b\)](#) [professional staff development]

[PI 8.01\(2\)\(q\)](#) [licensed staff evaluation]

[PI 34.040\(5\)](#) [mentor requirements for certain tier II license holders (see also [PI 34.030](#) and [PI 34.039](#) in connection with certain tier I license holders)]