

NEW EDUCATOR MENTOR PROGRAM

537.2

Board recognizes that providing a quality induction program for educators who are new in their profession and for educators who are new in the District 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 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 are new to the district.

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 Curriculum Director, primary responsibility for the administration and coordination of the District's mentor and induction program is delegated to the Curriculum Coordinator.

The administration is responsible for:

- Designing a program that is aligned with District goals and coordinated with other professional development opportunities and activities;
- 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

This policy does not address or apply to any mentoring or induction/orientation program that the District may provide for individuals who are employed as licensed administrators. Such onboarding and mentoring is managed by the Superintendent.

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\(1\)\(a\)](#) [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\(2\)\(a\)](#) [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)]

Adopted: 03/15/21