

# Mentoring and Induction



December 2018

The IDOE Office of Educator Effectiveness, Great Lakes Comprehensive Center, and Center on Great Teachers and Leaders participated in four peer to peer calls in December with other state agencies in Hawaii, Washington, Iowa, and North Dakota to learn about their statewide mentoring and induction programs. These states' programs have been in place for a range of 6 to 12 years.

## Key Takeaways- Program Commonalities

- 1 Statewide programs all include state funding that support mentor stipends and other various program needs.
- 2 Statewide programs all have state-level program standards with local-level flexibility. Some program standards are published by the SEA and one state has them in statute.
- 3 Statewide programs all provide state-level mentor training.
- 4 Statewide program quality is tracked with a range of data, including: retention, program quality, student achievement, and teacher effectiveness metrics.

## Funding



Mentor stipends range from \$750/year to \$2,000/year and are differentiated based on caseload, experience, and district role.



Funds support Mentor Training expenses such as: professional development, books, teacher mileage, and substitutes.



Other funding uses include: district facilitator stipends, state-level staff salaries, and state trainers/master mentors.

## Program Standards

Each state has their own mentor program standards that schools are required to adhere to. In each state there are guidelines for non-negotiables, but they all allow for local flexibility in district program creation and implementation.

Standards focus on:

- Multi-year programs
- Minimum contact time between new teachers and mentors
- Mentor selection criteria
- Ongoing mentor training
- Ongoing new teacher professional development and professional learning communities
- Program Evaluation
- Etc.

Check them out!

- Hawaii Standards
- Washington Standards
- North Dakota Standards
- Iowa Standards



## Mentor Training



Mentor training was elevated through conversations as critical to program success. Mentor training is offered in a variety of formats, including: in-person training, virtual training modules (New Teacher Center), mentor forums, and book studies.

Topics for Mentor training include:

- Program requirements/resources
- Building a culture of collaboration and trust
- Mentor language
- Non-Evaluative observations and feedback
- Conferencing with new teachers
- Goal-Setting
- Mentoring for growth and equity
- Peer coaching consultancies
- Analyzing student work
- Planning effective instruction
- Facilitating difficult conversations

## Program Evaluation

States are monitoring many different data sources to measure the impact of mentoring and induction programming. Some data types include:

- Program reach- Measuring how many new teachers were assigned mentors and how many experienced teachers had the opportunity to fulfill a teacher leadership role.
- Program quality- Qualitative evidence gathered through surveying new teachers, mentors, and administrators. Testimonials recorded for articles and to inform legislation.
- Program impact- Tracking teacher retention rates, evaluation ratings, and student achievement.

