Developing a Mentor Program

For Emergency Certified Teachers

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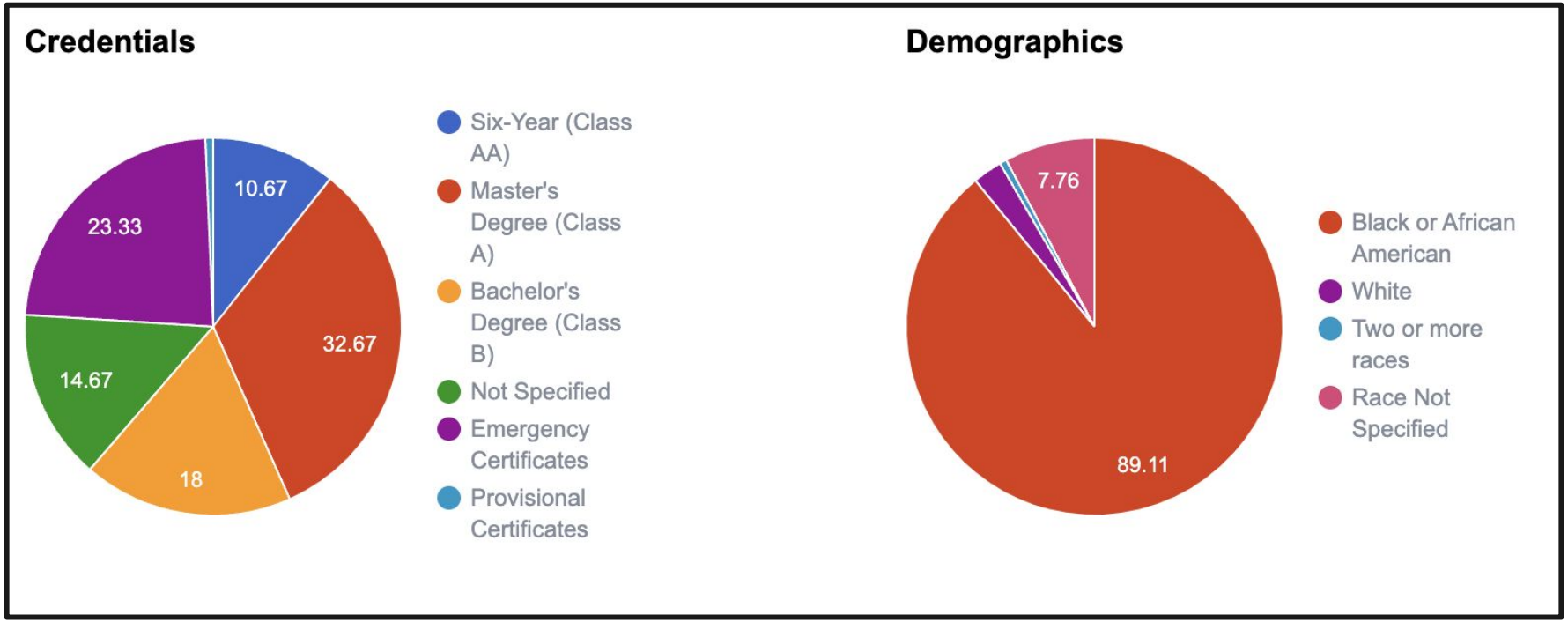
Learning Objectives

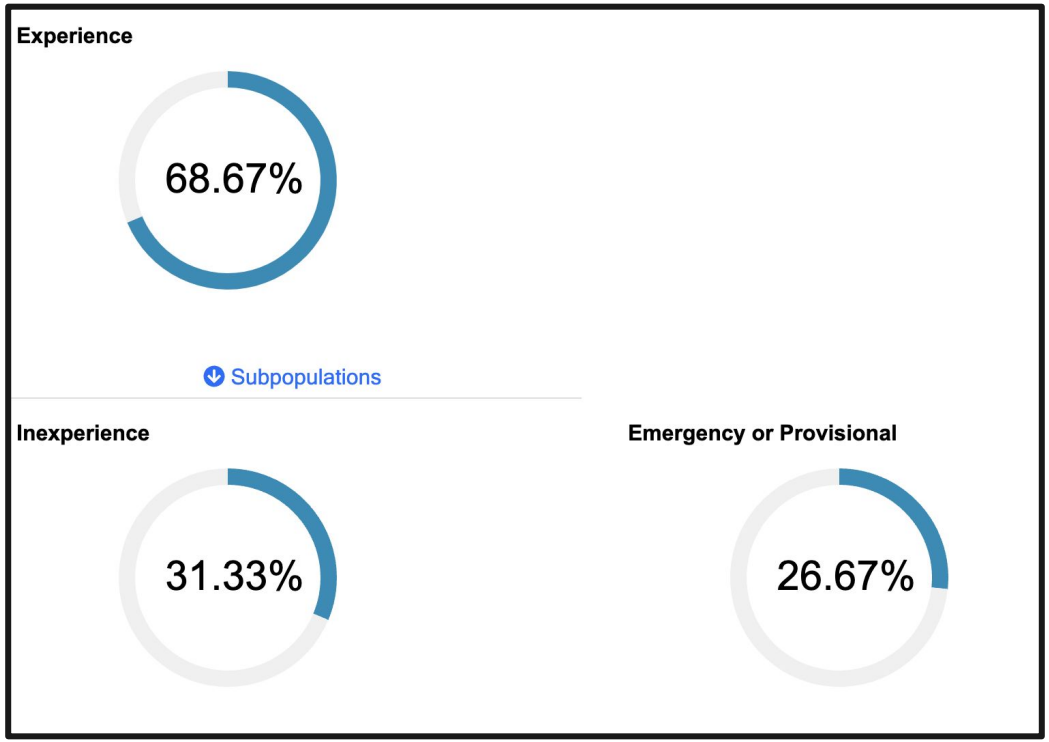
Participants will learn how to develop a successful mentor program.

- **Program Design**
- **Program Implementation**

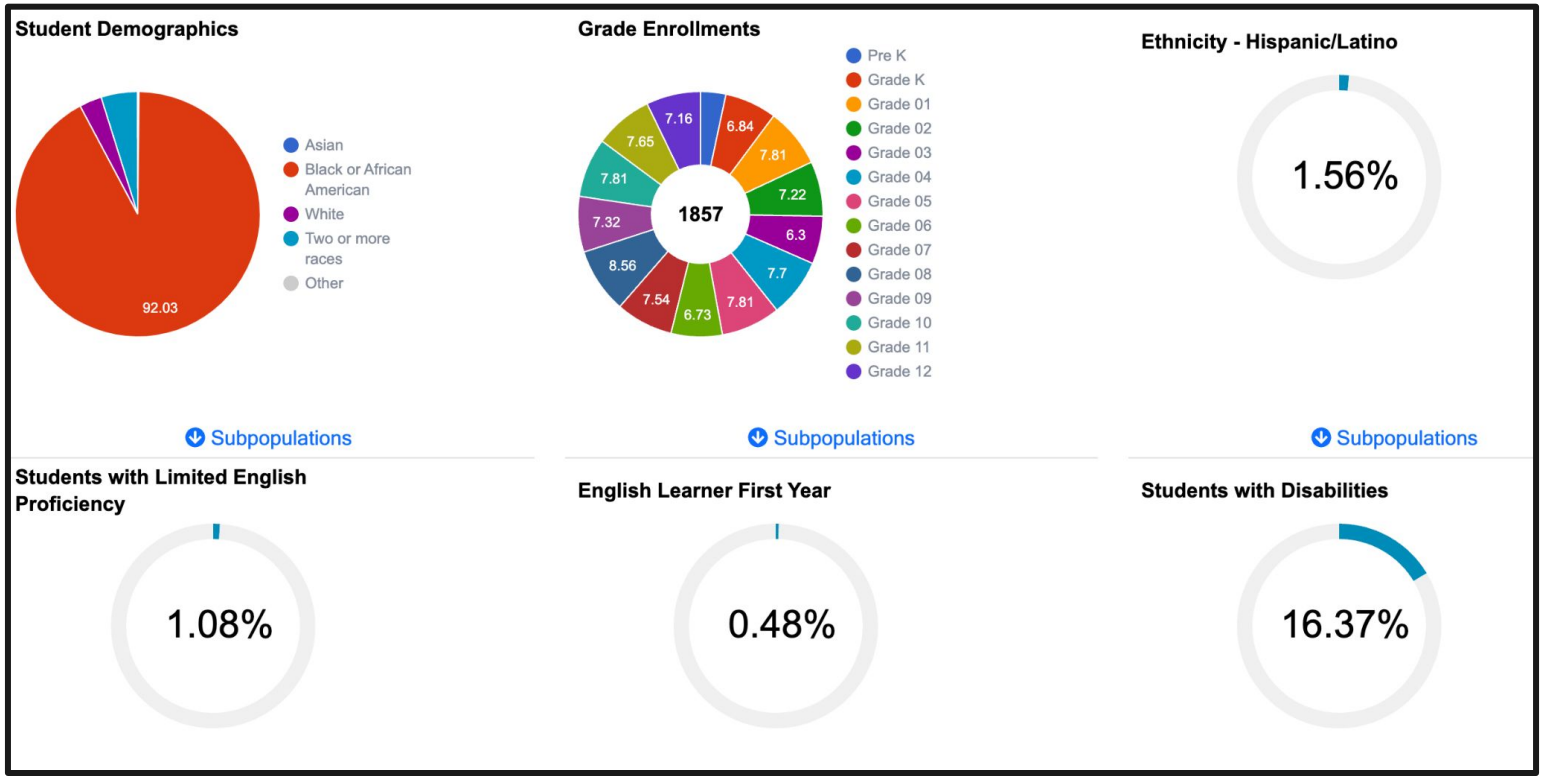
Macon County School District
Educator Credentials and Demographics



Macon County School District
Educator Experience



Macon County School District
Student Demographics

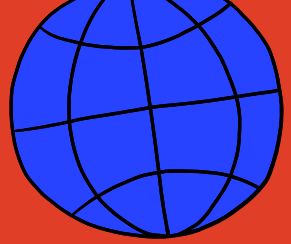
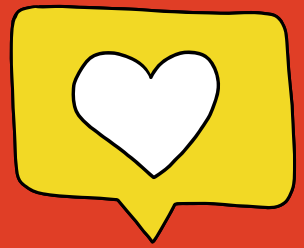


VERIFY
IN FOCUS

TO THE POINT

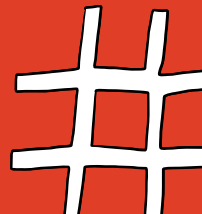
THE BURNOUT EQUATION

AMERICA'S TEACHER SHORTAGE CRISIS

80,000

New Teachers Enter the Profession Each Year in the United States



Common Challenges for New Teachers

Classroom Mgt.

- Diversity issues
- Disruptive behavior
- Rules and procedures
- Student engagement
- Organization

Time Management

- Planning periods
- Grading/feedback
- Extracurricular activities
- Balance between work and home

Mentorship/Support

- Isolation
- Lack of support
- Poor role models
- Poor relationships with administrators

Assessment and Grading

- Creating standards-based assessments
- Providing quality feedback based on fair grading practices

Stress and Burnout

- High expectations and demanding workloads
- Competing demands
- Large class sizes
- Multiple courses/preps

Teaching & Learning

- Designing engaging lessons
- Learning curriculum
- Serving diverse populations with little support
  - IEP/504/ESL
- Teaching remedial skills

The good news is that you can...

WOW

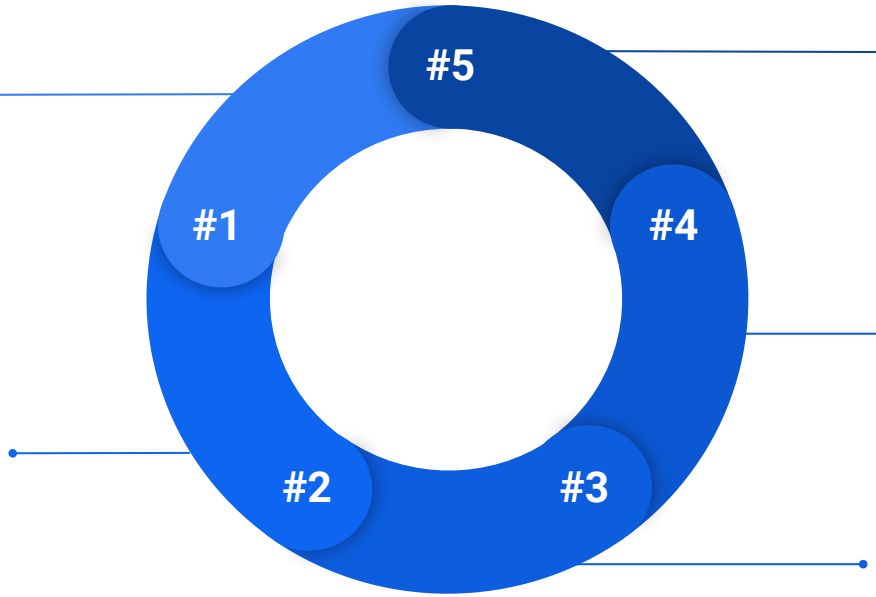
Steps to Planning and Implementing a Mentor Program

Conduct a Needs Assessment

- Gather needs via interviews and/or surveys
- Analyze results
- Categorize and prioritize needs
- Determine direction

Develop a Comprehensive Plan

- Goals and benchmarks
- Critical initiatives and activities
- Program format
- Schedule for mentoring
- Program expenses
- Professional development
- Roles and responsibilities
  - Mentors
  - Mentee
  - School Administration
  - District Administration



Provide Professional Development

- Deliver regular learning sessions on critical topics based on the needs assessment
- Conduct classroom observations with additional coaching outside the mentoring sessions

Train Mentors

- Provide training on instructional coaching
- Provide coaching resources and support
- Ensure mentors can develop an individualized growth plan for their mentee

Recruit and Assign Mentors

- Identify mentors based on experience, expertise, and interpersonal skills
- Match mentors and mentees with supervisor agreement

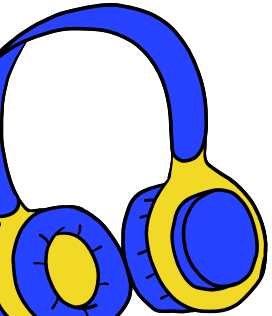
Sample Needs Assessment Questions

Needs Assessment Category		Not Needed	Needed	Possible Survey / Interview Question
1	Classroom Management	X	✓	What challenges do you encounter when managing your classroom and maintaining student engagement?
2	Time Management	X	✓	How do you prioritize your time to ensure you can complete all required tasks in a timely manner?
3	Mentorship and Support	X	✓	Do you feel connected to your current school community, including to students, faculty, staff, and administration?
4	Assessment and Grading	X	✓	How do you use academic grades and assessments to plan for instruction?
5	Stress and Burnout	X	✓	How would you rate your current stress level from 1 (low stress) to 5 (high stress)?

Sample Documents

[Presentation for Welcome Session]

[Learning Management System]



Thank you!

Have a Wonderful School Year!