

School District of Fort Atkinson

Educator Mentor Program

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July 2019

Tonight's Spotlight

- SDFA's Journey to Re-establishing Mentoring Programming
- Process & Goals
- 2019-20 Launch

A Bit of History of Mentoring in SDFA

Original SDFA mentor program was cut as a cost savings during the 2011 budget process

Original program consisted of:

- Mentor for each new-to-the profession teacher with weekly expected meetings and monthly district meetings
- “Buddy Program” for those not new to teaching



Spring 2018

- Mentoring was prioritized as a need by the District Leadership Advisory Team (DLAT)
- CESA 2 announced new program to support mentoring - *The New Teacher Project* - and 2 SDFA teachers attended to gather information
- Several subcommittee meetings to discuss options for 2018-19



Mentor Program Study Team - 2018/19

ESTABLISH A DISTRICT STUDY TEAM TO:

- Research best practice in mentor programs and area comparables
- Consider different needs of new-to-the-profession teachers AND new-to-the-District teachers
- Prepare recommendations for the 2019-20 school year

Team Demographics

- Teachers in first 3 years of teaching that joined SDFA as 1st position as a teacher
- Veteran SDFA Teachers (10+ years)
- Veteran Teachers who joined SDFA team in past 5 years
- Representatives from each compensation category
- Representatives from each building
- Principal
- District representation - Office of Instruction & Human Resources

MENTOR:

learning from
someone who
wants you to grow



Mentor Program Study Team

During the 2018/19 school year, the team:

- Set goals for new mentor programming
- Researched mentoring models utilized by comparable districts
- Delineated needs for new-to-the-profession teachers and new-to-SDFA teachers
- Learned about *The New Teacher Project* and its research-based framework for supporting new-to-the-profession teachers

SDFA Mentor Programming Goals

- Provide support for all newly hired educators to successfully establish new educators into our learning community.
- Provide differentiated support for newly hired educators:
 - Systems, logistical support for veteran educators
 - More intense, targeted support for new-to-the-profession educators
- Honor the time and commitment of mentoring for our current educators supporting new educators by establishing paid additive mentor positions with delineated duties and responsibilities to ensure equity of support.

The New Teacher Project - CESA 2

National, research-based framework designed to provide mentoring support for new-to-the-profession teachers

Formal training for the mentor to understand and meet the unique needs of new teachers.

Focus on targeted support during the first year of teaching with essential teaching practices



<https://tntp.org/>



Plans for 2019/20

- Re-establish a Educator Mentoring Program:
 - Establish a “SDFA Mentor” role to assist a new-to-SDFA staff member with a logistics and systems navigation focus.
 - Move forward with the *New Teacher Project* through CESA 2 to support our new-to-the-profession teachers including establishing a “New Educator Mentor” additive position that includes completion of formal training within the *The New Teacher Project* program.

Next Steps

- Post and hire for the New Educator Mentor positions to begin training in August with *The New Teacher Project* framework at CESA 2
- Summer team work to design the SDFA Mentor program and delineate areas of focus by month
- Assign mentors to newly hired educators
- Launch new SDFA Educator Programming in August 2019
- In 2019/20, study and make recommendations regarding mentor support for non-certified newly hired staff members

THANK YOU

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Educator Mentor Program

Any Questions?