



**New Teacher Mentor
Handbook
2021-2022**

Goals and Objectives

Mission: The Bastrop ISD Human Resource Department's goal is to attract, support, and retain the very best educators possible. The BISD Mentoring Program will provide the support and mentoring necessary for the growth and development of teachers. The Mentoring Program will provide ongoing knowledge-based experiences that will fully support incoming teachers with a strong network of fellow educators to cultivate personal and professional success.

Goals:

- To ensure a rewarding and successful first year teaching experience in order to retain quality educators in the profession.
- To provide a network of professional resources for incoming teachers to access information and receive training and mentoring.
- To provide ongoing knowledge-based experiences between incoming teachers and mentors to improve teacher performance.
- To promote a sense of community and teamwork in Bastrop ISD by providing opportunities to interact with other first year teachers, district employees, and community members.
- To ensure that the needs of all students are being met.

Program Evaluation and Feedback: We will collect data each year on the program design, implementation, and outcomes to determine program effectiveness and plan for improvement.

- We will collect feedback from new teachers, mentor teachers, campus leadership, and other members of campus and district staff.
- We will utilize a variety of data, such as surveys, individual and group interviews, retention rates, and observations to determine the impact on first year teachers and their students.
- We will seek to determine levels of job satisfaction and system strengths and weaknesses in order to continuously improve the program.

Contact Information

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Roles and Responsibilities

Benefits of Supporting New Teachers:

- Create a sense of belonging in Bastrop ISD
- Increase new teacher competence and confidence
- Strengthen instructional continuity and efficacy
- Build leadership skills
- Engage in professional development
- Give back to your educational community

Important characteristics of Mentor Teachers:

- Demonstrated excellence in:
 - Classroom management
 - Professional duties
 - Curriculum and instructional planning
- Demonstrated excellence in working with adults, including:
 - Good communication and interpersonal skills
 - Sensitive to the viewpoints of others
 - Open to reflective dialogue that nurtures the independence of a first year teacher
- Demonstrated commitment to the teaching profession by:
 - Presenting a sense of optimism for teaching
 - Expressing a desire to serve all students equitably
 - Engaging in continuous professional development

Roles and Responsibilities

The Mentor Teacher will:

- ❖ Attend the Beginning of Year Mentor Training before the start of school
- ❖ Meet with mentee at least 12 hours per semester (daily, if possible, the first two weeks, weekly the first semester, and twice a month in the second semester)
- ❖ Serve as a professional role model and guide
- ❖ Act as a resource for understanding professional expectations, district and campus policies and procedures, and the educational values of our community
- ❖ Share experiences, knowledge, and expertise regarding teaching methods and instructional strategies
- ❖ Assist the new teacher in developing and maintaining effective classroom management
- ❖ Observe the new teacher and/or model for the new teacher in an instructional atmosphere
- ❖ Maintain confidentiality regarding all aspects of the mentoring program, including the observations, conversations, etc. with the new teacher
- ❖ Submit monthly Google Form log and follow the checklist of activities **with** mentee
- ❖ Participate in an evaluation to assist in making necessary annual adjustments to the Teacher Mentoring Program

The New Teacher will:

- ❖ Attend monthly meetings with other new teachers
- ❖ Play an active role in the mentoring relationship, including:
 - Reflect on his/her own practice
 - Identify areas of strength and need
 - Share professional and/or personal goals, receive feedback, and assess progress
- ❖ Seek help by:
 - Asking for support from mentor and team members
 - Communicating classroom issues quickly and honestly
 - Remaining open to feedback in order to develop as a professional
- ❖ Participate in programs organized for new teachers such as:
 - Observing other classroom teachers
 - Professional learning opportunities
 - New teacher meetings

Roles and Responsibilities

Campus Administrator (principal/assistant principal) will:

- ❖ Appoint a mentor for each new teacher (defined as any teacher who has less than 2 years teaching experience)
- ❖ Meet with the Coordinator for Human Capital Development to develop a New Teacher Plan
- ❖ Ensure that the New Teacher Plan and mentoring activities are implemented throughout the year by:
 - Communicating regularly with with mentor teachers
 - Establishing a collegial school culture
 - Ensuring supportive working conditions for new teachers
 - Arranging time for mentors and new teachers to meet, observe, reflect
 - Facilitating the relationship between mentor teachers and new teachers
- ❖ Notify the Human Resources department of any changes to the mentor-mentee partnerships
- ❖ Notify the Human Resources department of any concerns/challenges with any new teacher in the program
- ❖ Participate in evaluating the New Teacher Mentor Program at the end of the year

Human Resources Department will:

- ❖ Provide a coordinator to lead the New Teacher Mentor Program
- ❖ Provide training and orientation with mentor teachers before the start of school, including:
 - A New Teacher and Mentor Handbook
 - Checklists for meeting topics and materials
- ❖ Provide professional development opportunities related to instruction and mentoring, including:
 - Classroom management
 - Instructional strategies
- ❖ Distribute monthly checklists to mentors
- ❖ Collect monthly checklists from mentors
- ❖ Maintain updated list of beginning teachers and mentors
- ❖ Ensure that mentor teachers completed all required tasks to receive stipend for their services
- ❖ Communicate with campus administrators

Mentor Teacher Job Description

Title: Mentor Teacher

Qualifications:

1. Certified Teacher with at least three years of teaching experience
2. Must have received a proficient rating or higher on the last three years of T-Tess evaluations
3. Proficient in classroom management, organization, lesson planning and implementation, and assessment
4. Willing to communicate regularly with the mentee and administration to facilitate ongoing support
5. Must complete mentor training
4. Willing and enthusiastic to work with other teachers

Reports to: Campus Principal; Human Resources Administration

Supports: Classroom teacher with less than 2 years of teaching experience

Job Goal: To provide transitional assistance to teachers so that they are comfortable & confident in fulfilling their teaching responsibilities.

Consistent with the support role, the mentor will provide instructional assistance, counseling, and general guidance.

The mentor will not perform appraisal functions.

Performance Responsibilities:

1. Provide systems information related to procedures, guidelines, and expectations of the campus/district.
2. Help, collect, disseminate, or locate materials and resources to mentees.
3. Provide information about curriculum content and instructional strategies.
4. Provide guidance and ideas related to classroom management and establishing a positive classroom environment.
5. Arrange for observations and collaborative conferences to provide feedback and sharing of experiences.
6. Provide guidance and support related to conferencing with parents.
7. Serve as a role model and overall source of support for the mentee.
8. Attend district and/or campus in-services on orientation of the program, including district and state mandated procedures and policies.
9. Assist with preparation for T-TESS goal-setting and observations.
10. Meet with mentee at least 12 hours per semester (daily, if possible, the first two weeks, weekly the first semester, and twice a month in the second semester)

Bastrop ISD Mentor Agreement

The Bastrop ISD mentor will fulfill a crucial role in the induction and mentoring of the district's new hires. As a mentor, you will be responsible for providing a support base to successfully enrich the experience of the new teacher.

- ❖ The mentor will provide systems information related to procedures, guidelines and expectations of the campus and district.
- ❖ The mentor will help collect, disseminate or locate materials and resources for the new teacher.
- ❖ The mentor will provide information about curriculum content and instructional strategies.
- ❖ The mentor will provide guidance and support related to classroom management and establishing a positive classroom environment.
- ❖ The mentor will arrange for observations and collaborative conferences to provide feedback and sharing experiences.
- ❖ The mentor will provide guidance and ideas related to conferencing and/or working with parents.
- ❖ The mentor will serve as a role model and overall source of support for the new teacher.
- ❖ The mentor will meet with the new teacher for a minimum of 12 hours per semester.

Mentor Agreement Statement:

I understand the purpose and criteria of the program and attest that I qualify as a mentor and am willing to invest in the success of the Bastrop ISD Mentor Program.

NAME: _____
(Printed)

(Signature)

CAMPUS: _____

DATE: _____

**Bastrop ISD
Mentor Stipend Agreement**

2021-2022 School Year

Printed Name

Campus

Stipends are awarded for participation in the mentor training and in fulfillment of the outlined mentor duties and responsibilities for the full school year. Mentors added during the school year will receive a prorated stipend.

I understand that as a mentor for Bastrop ISD, I will complete all of the mentor requirements outlined by the program and receive a stipend for the school year.

Signature

Date

Monthly Mentoring Topics

Bastrop ISD
New Teacher Mentor Topics Survey - [Google Form](#)

New Teacher: _____ **Mentor:** _____

Please check any areas that interest you. Thank you!

Personal

- _____ Making living arrangements
- _____ Locating gyms and recreational facilities
- _____ Where to eat, what to do in Bastrop
- _____ Getting to know people on campus, in district, in the community
- _____ Adult Social Emotional Learning
- _____ Self-care

Professional/Human Resources

- _____ Payroll, benefits, and investment information
- _____ Certification requirements or additional certifications
- _____ Teacher evaluation system
- _____ Professional development opportunities
- _____ Professional organizations

Curriculum, Instruction, Assessment

- _____ State learning standards and district essential standards
- _____ Planning for instruction and lesson plans
- _____ Instructional strategies
- _____ Instructional differentiation
- _____ Assessing student learning (formative and summative)
- _____ Using student work and achievement data to drive instruction
- _____ Using instructional technology

Organizational Systems for the Classroom

- _____ Setting up my classroom's physical space
- _____ Setting and teaching expectations
- _____ Creating the daily agenda and objectives
- _____ Organizing materials and resources
- _____ Desk arrangement
- _____ Setting up and teaching an acknowledgement system
- _____ Managing my time and work

Getting to Know and Work with Students

- _____ Getting to know students
- _____ Creating a learning community
- _____ Working with students to establish norms and rules
- _____ Understanding and responding to student needs
- _____ Teaching diverse learners
- _____ Motivating students
- _____ Supporting students with special needs
- _____ Understanding Multi-Tiered Systems of Support and Trauma-informed practices

Collegial Interactions and Collaboration

- _____ Establishing a professional relationship with the administrative staff
- _____ Working as a member of a grade level/content, interdisciplinary or department team
- _____ Co-teaching and collaboration between general and special education teachers
- _____ Collaborating with teachers from other campuses within the district

School and District Policies and Procedures

- _____ Requesting time off and getting a substitute
- _____ School and district policy and handbooks
- _____ Completing administrative paperwork

- _____ Administration of state assessments
- _____ Obtaining instructional resources and material
- _____ Ordering materials and supplies
- _____ Use of school library, media, technology resources
- _____ Campus and district chain of command
- _____ Campus and district traditions and unwritten rules (ex: "the BISD Way")

Parents and Community

- _____ Establishing positive home contacts
- _____ Working with parents as partners
- _____ Working with parents of special needs students
- _____ Parent conferences
- _____ Grading and reporting student learning

Monthly Mentoring Topics

Mentor Program CALENDAR CHECKLISTS

Monthly Calendar Checklists

The monthly calendar checklists are an integral part to the success of the Bastrop ISD Mentor Program. The mentor is to check off each item addressed with their beginning teacher. Mentors can also use the “Notes” section to add items discussed that were not listed on the checklist. The mentor teacher will then turn in the completed checklist via Google Form at the first of the following month.

**Mentor checklists will be submitted to the Human Resources Office via Google Form
Mentees will give reflections via Google Form**

MENTOR RESOURCES

- Monthly Checklists for Mentors
- Reflections and Feedback Recommendations for Mentees
- Coaching and Observations Guidelines and Forms
- [Phases of First-Year Teaching](#)
- You've Got Questions - Frequently Asked Questions
- Preparing for Substitutes Guidelines
- Parent Communication Guidelines

Monthly Calendar Checklist

Prior to School - August

Prior to School - August - [Anticipation Phase](#)

Monthly Mentoring Topics and Tasks	Date Completed
<p>1. Make informal contact by email, then introduce yourself in person as soon as you are both on campus.</p>	
<p>2. Orient NT to building and outdoor areas including: copy machines, mail, restrooms, student lunchroom, workrooms, first-aid kit, cleaning supplies, playground and other essentials. Explain/answer questions about any rules regarding these.</p>	
<p>3. Review calendar and schedule weekly meetings convenient to both of you. You will want to also informally check in more often during the first two weeks.</p>	
<p>4. Review 1st Day/Week Procedures and plans, including: attendance, lunch, nurse/emergency, 1st day lessons, dress code, and Friday expectations, meet the teacher/open house.</p>	
<p>5. Review Daily Procedures and Expectations, including: daily schedule, routines, monitoring students before/after school, during lunch and transition</p>	
<p>6. Assist with classroom set up/organization - furniture arrangement, wall hangings, SPED student needs, guided reading area (elementary), etc.</p>	
<p>7. Assist with classroom technology - software/Clever access, connecting VGA cord, connect Elmo, submitting a help ticket, process for accessing/maintaining chromebooks etc.</p>	
<p>8. Assist with instructional expectations and resources - Textbooks, curriculum (TEKS Resource system) - all logins, lesson plans and planning, PLC schedule, location and availability of copies, printing, getting supplies, print shop, etc., record-keeping expectations and procedures, homework, grading, and reporting policies, Skyward guidelines, input, SPED and LPAC paperwork expectations - IEP, BIP, 504, etc.</p>	
<p>9. Assist with behavioral expectations and resources - campus discipline expectations, discipline matrix and procedures; classroom management expectations, referral expectations, SEL curriculum and building relationships with students.</p>	
<p>10. Review the assessment calendar and discuss district, campus, and/or grade level assessments.</p>	

Notes:

First Two Weeks of School

1. Leave notes of encouragement and check in daily.	
2. Assist with joining campus culture - welcoming committee, invitation to lunches, games, after school gatherings, plan to sit next to NT at all group meetings and lunch, if possible, etc.	
3. Review process for obtaining a substitute and procedures for preparing for a substitute.	
4. Review district Rtl and Sped referral process and expectations.	
5. Assist with parent communication system and expectations - tips for success, create or organize parent log and how to document.	

Notes:

Mentee Teacher Name

Mentor Teacher Signature

Campus

Date

Monthly Calendar Checklist

September - [Survival Phase](#)

Monthly Mentoring Topics and Tasks	Date Completed
1. Be available to listen and continue to assist with joining campus culture. Check in daily or weekly, be helpful, share professional and personal experiences in order to develop trust and confidence, introduce new staff to support staff.	
2. Review Teacher evaluation procedures (T-TESS), handbook, calendar, goal setting, professional development plan (PDP) and any certification obligations (ex: Alt Cert Program), and answer any questions about observations and walkthroughs, pass any questions you can't answer along to a campus admin or HR.	
3. Revisit lesson planning - answer questions about instructional strategies (Big 8), student grouping, manipulatives, essential standards, YAG progress, time management and prioritization.	
4. Revisit grading and assessments - answer any questions, discuss student progress reports, report cards, campus and district assessments, scoring, grading, looking at data and protocols	
5. <u>Observation 1</u>: “Observe” classroom environment and debrief with mentor. (6 Indicators Observables)	
6. Revisit Rtl, LPAC, ARD meeting expectations and protocols.	
7. Revisit Parent communication - if applicable, conference techniques - how to plan and conduct parent conferences.	
8. Review procedures for emergency drills.	
9. Schedule October focus and time for new teacher to observe you.	

Notes:

Mentee Teacher Name

Mentor Teacher Signature

Campus

Date

Monthly Calendar Checklist

October - [Survival Phase](#)

Monthly Mentoring Topics and Tasks	Date Completed
<p>1. Schedule meeting times, reaffirming your accessibility. Review the characteristics of the Survival Phase of Teaching for your own information, and share helpful experiences. Discuss coping strategies for stress. Find out if there are any new concerns and make plans to address them.</p>	
<p>2. Acknowledge your mentee - surprise your mentee with a small gift or note, be supportive at all times, praising him/her openly to others and keeping areas of concern to yourself.</p>	
<p>3. Discuss traditions and/or field trips - describe traditions that take place between now and winter break</p>	
<p>4. Discuss concerns about struggling students - identify interventions that may be effective at Tier 1 and Tier 2, review procedure for RTI recommendations and/or progress monitoring. Review the discipline procedures and any concerns about campus systems of support for behavior.</p>	
<p>5. Let mentee observe you and debrief together. Set a focus before the observation, and let the mentee share what they noticed or what their takeaways were. If possible, have mentee plan to put one thing they learned into practice.</p>	
<p>6. Check in on curriculum and instruction - discuss progress toward curriculum goals, any upcoming assessments, data, student engagement, Big 8 or MCP, T-TESS goals or observation, and share anything.</p>	

Notes:

Mentee Teacher Name

Mentor Teacher Signature

Campus

Date

Monthly Calendar Checklist

November - [Disillusionment Phase](#)

Get Better Faster Introduction

Monthly Mentoring Topics and Tasks	Date Completed
<p>1. Meet with your mentee to share. Share “tricks of the trade” to get through the upcoming weeks and preventing burnout. Keep the characteristics of the disillusionment phase in mind. Show an interest in the mentee’s personal life as a way to help him/her with the work-life balance. Talk about time management and the importance of taking care of themselves (rest, something fun, spend time with family, be thankful for the opportunity to influence their students in a positive way, eat better, using small blocks of time wisely, etc.</p>	
<p>2. Collaborate on student engagement/motivation. Discuss how busy both professionally and personally it is between Thanksgiving and Winter Break, and how to keep the students engaged and productive. Recognize that as a recent student, your mentee may have knowledge from which you could benefit.</p>	
<p>3. Discuss cultural differences - including how to handle holiday celebrations, gift giving, school holiday programs, special days (ex: grandparents’ day).</p>	
<p>4. Revisit parent communication - Failing students communication expectations - administration, parents.</p>	
<p>5. Schedule an observation of the mentee and debrief - Let the mentee set the focus - consider observing a category of the 6 Indicators of a Well-Managed Classroom, one of the Instructional strategies (Big 8), or just a section of the lesson - the warm-up, think-aloud, closure. Then praise, praise, praise at least three things specifically and ask your mentee what they would’ve changed and use that to help with a goal.</p>	

Notes:

Mentee Teacher Name

Mentor Teacher Signature

Campus

Date

Monthly Calendar Checklist

December - [Disillusionment Phase](#)

Get Better Faster Phase 1

Monthly Mentoring Topics and Tasks	Date Completed
<p>1. Continue to be available and meet. Invite and encourage him/her to attend any extracurricular events such as performances or sports. It's a busy time, but share vacation plans, family traditions to continue to foster friendship and build a sense of belonging.</p>	
<p>2. Review end of semester assessments, grading, and procedures - including any exams, grades, report cards, including the exam schedule, how to prepare students for exams through review, and use of time once students are finished.</p>	
<p>3. Preview the spring semester - make sure your mentee has all necessary materials for new classes or upcoming units. Strive to resolve any technology or maintenance issues before winter break. Review the procedures for bad weather and communication procedures over the break.</p>	
<p>4. Assist with goal setting for second semester - Discuss changes the mentee would like to make after break. Assist with overload & assist in determining priorities. If applicable, Discuss support for at-risk students who are not being successful, RTI process. Help your mentee keep a strong focus on student learning.</p>	
<p>5. Encourage your mentee to take a well deserved break and to rest. Smile, they finished a full semester, and you're a great mentor :-)</p>	

Notes:

Mentee Teacher Name

Mentor Teacher Signature

Campus

Date

Monthly Calendar Checklist

January - [Rejuvenation Phase](#) - National Mentor Month! THANK YOU!

Get Better Faster Phase 2

Monthly Mentoring Topics and Tasks	Date Completed
<p>1. Schedule mentoring meetings for second semester. Review the characteristics of the Rejuvenation Phase of Teaching to help inform you in your mentoring practice. Discuss what mentor activities have been the most/least helpful, and make changes accordingly.</p>	
<p>2. Review curriculum and planning for the upcoming semester. guides and help your new teacher make any necessary adjustments. Analyze student data to inform decision making. Discuss strategies for working with struggling students, including positive acknowledgements in the classroom and via communication home.</p>	
<p>3. Review spring assessment preparation, procedures, and policies. Include MOY screeners/Mock STAAR/TELPAS/STAAR and campus and district assessments.</p>	
<p>4. Check in on T-TESS Review and support. Revisit the goals the mentee set.</p>	
<p>5. Schedule another observation cycle. Schedule a time to observe another teacher together and debrief, or plan for mentee to video him/herself for their own self-reflection, then debrief after. Be sure to have the mentee set a focus for the observation, and offer to support or collaborate with any ideas or changes the mentee would like to make after the observation. (Focus suggestions: What to Do, Routines&Procedures 201, Teacher Radar, Write the Exemplar, Independent Practice)</p>	

Notes:

Mentee Teacher Name

Mentor Teacher Signature

Campus

Date

Monthly Calendar Checklist

February - [Rejuvenation Phase](#)

Get Better Faster Phase 3

Monthly Mentoring Topics and Tasks	Date Completed
<p>1. Build your mentee’s self-confidence and independence - do something to acknowledge your mentee for something wonderful they have done or something they worked hard to accomplish. Help them to set goals, find resources, and/or explore new topics and become proactive by asking “What challenges do you anticipate this month?” “How will you handle them?”</p>	
<p>2. Revisit assessments - Review testing strategies for student success and how to teach them, help your mentee begin an in-depth analysis of individual student success in order to help him/her assist students who may be struggling, and discuss learning resources to suggest to parents when asked how they can help support their student’s learning.</p>	
<p>3. Continue T-TESS Review and support - check in on how the process is going and talk with your mentee about extra duties, time management, ethics, and professionalism.</p>	
<p>4. Conduct another observation cycle. Schedule a time for you to observe your mentee, or to watch a video of them teaching, and debrief. Or, role play/practice your mentee’s lesson planned for the administrator observation. Be sure to have the mentee set a focus for the observation, and offer to support or collaborate with any ideas or changes the mentee would like to make after the observation. (Focus suggestions: Build the Momentum, Pacing, Engage all Students, Narrate the Positive, Individual Student Corrections, Habits of Evidence, Check for Whole-Group Understanding, Reteaching 101-Model)</p>	

Notes:

Mentee Teacher Name

Mentor Teacher Signature

Campus

Date

Monthly Calendar Checklist

March - [Rejuvenation Phase](#)

Get Better Faster Phase 4

Monthly Mentoring Topics and Tasks	Date Completed
<p>1. Check schedule for mentoring meetings for second semester and continue to meet. Review the characteristics of the Rejuvenation Phase of Teaching to help inform you in your mentoring practice. Encourage your mentee to keep a log of his/her successes and goals for improvement. Assist them in self-reflection and progress toward meeting goals for the second semester.</p>	
<p>2. Discuss curriculum pacing - Remind mentees that students think school is out after spring break so be very organized with planning when students return. Review strategies for parent conferences and retention decisions (if applicable).</p>	
<p>3. Review T-TESS and contract procedures - help ensure your new teacher understands how this process works.</p>	
<p>4. Conduct another observation cycle. Schedule a time for you to observe your mentee, or to watch a video of them teaching, and debrief. Or, schedule a time for them to observe another teacher. Be sure to have the mentee set a focus for the observation, and offer to support or collaborate with any ideas or changes the mentee would like to make after the observation. (Focus suggestions: Engaged Small-Group Work, Reteaching 201 - Guided Discourse, Universal Prompts, Habit of Discussion)</p>	
<p>5. Review standardized testing procedures and expectations as needed. Even if your mentee is not in a tested subject/grade level, discuss what campus-wide impacts the testing has on classes, lunches, intervention schedules, etc.</p>	

Notes:

Mentee Teacher Name

Mentor Teacher Signature

Campus

Date

Monthly Calendar Checklist

April: [Reflection Phase](#)

Monthly Mentoring Topics and Tasks	Date Completed
<p>1. Continue to meet. Review the characteristics of the Reflection Phase of Teaching to help inform you in your mentoring practice. Encourage your mentee to keep a log of his/her successes and goals for improvement. Share strategies for stress relief. Assist them in self-reflection and progress toward meeting goals for the second semester.</p>	
<p>2. Support after final evaluation & student testing - If your mentee does not receive a teaching contract for the next year, offer support, be a listening ear, and, if applicable, offer a letter of recommendation and help in preparing a resume.</p>	
<p>3. Review End-of-year schedules/ceremonies, activities, and procedures - In addition, discuss the school's policy on student retention and/or summer school eligibility, and the procedure for recommending the student for retention, if necessary.</p>	
<p>4. Discuss student engagement - Collaborate on strategies for dealing with spring fever, senioritis, and post standardized testing.</p>	
<p>5. Reflect and plan - Reflect on a positive instance when a student has overcome a challenge. Work together to compile a list of topics/activities for future use. Also discuss things the mentee would or would not repeat in the following year. Help conduct a year end self-assessment and help him/her get a jumpstart on planning for next year. Discuss summer professional development.</p>	

Notes:

 Mentee Teacher Name

 Mentor Teacher Signature

 Campus

 Date

Monthly Calendar Checklist

May/June - [Reflection and Anticipation](#)

Monthly Mentoring Topics and Tasks	Date Completed
1. Schedule a reflecting conversation. Focus on the learning that has occurred and how the second year will be even better. Identify goals/needs for next year.	
2. Assist in analyzing performance data	
3. Check for clarification on closing out school year and review procedures.	
4. If applicable, review summer professional development expectations and procedures.	
5. Identify successes of the year and CELEBRATE!	

Notes:

Mentee Teacher Name

Mentor Teacher Signature

Campus

Date

Reflections and Feedback

“We do not learn from experience...we learn from reflecting on experience.”-

John Dewey

Reflections and Feedback

(for Mentees)

5 Benefits of Self-Reflection:

1. Professional Growth
2. Keeping Up-to-Date and Innovative
3. Understanding Learners
4. Developing a Reflective Classroom Culture
5. Humility

(Adapted from iRIS Connect)

Top Reasons to Give Feedback

1. Feedback improves district systems and performance
2. Feedback strengthens our relationships
3. Feedback allows your voice to be heard

With this in mind, we will be sending new teaching staff feedback and reflection forms monthly. These voluntary forms, in conjunction with monthly campus meetings will help the district improve our ability to recruit, equip, and retain high quality teachers. As a mentor, encourage your mentee to submit their feedback so we can improve as a district. ([Reflection and Feedback Form](#))

Thank you!

COACHING AND OBSERVATIONS

Coaching Core Ideas

“The purpose of instructional leadership is not to evaluate teachers, but to develop them.”

“Great instructional leadership isn’t about discovering master teachers ready-formed. It’s about coaching new teachers until the masters emerge.”

“Focusing on the actionable - the “practice-able” - drives effective coaching.”

“Practice doesn’t make perfect, but perfect practice does.”

(Bambrick-Santoyo, 2016)

The **Mentor** will:

- Engage in a conversation with the Mentee to set a goal or focus for the observation(s), prior to observing. (Pre-Observation and Debrief Form, p. 23)
- Complete at least two classroom visits during the year using the Classroom Visits Observation and Feedback Forms.* (pp. 25-27)
- Take notes on the form during the visit, and leave a positive note at the end of your observation.
- Debrief with your mentee about the observation within a few days. Use the reflection/feedback form (p. 24) to help the mentee gather thoughts and drive the conversation. If the mentee asks for feedback, focus on the goal and actionable suggestions, keeping at least a 3:1 positive to corrective feedback ratio. (Pre-Observation and Debrief Form, p. 21 and Classroom Observation Feedback Form, p.27)

The **Mentee** will:

- Have the opportunity to observe their mentor teacher and/or another teacher at least twice during the year.
- Take notes during the visit, using the Classroom Visits Observation Form (pp. 25-27)
- Debrief with his/her mentor about the observation within a few days. Use the
- Send or leave a thank you note for the teacher being observed.

■ All forms listed are for the sole use of the mentor/mentee and will not become part of any official record.

Pre-Observation FORM and Debrief FORM

(for Mentor)

COACHING CYCLE STAGE	QUESTIONS	NOTES
Preconference: Date:	<ol style="list-style-type: none"> 1. What would you like to focus on for your observation? 2. What is a goal for your classroom this six weeks? 3. What are your greatest priorities right now? 4. How do these goals/priorities align with campus/dept. goals? 5. Paraphrase + what else is occurring to you? 	
Postconference: Debrief and Reflection Date:	<ol style="list-style-type: none"> 6. What do you think went well in the lesson observed? 7. What didn't go as planned? 8. Paraphrase + how might you enhance (the area of focus) in future lessons? 	
Postconference: Debrief and Problem Solving Date:	<ol style="list-style-type: none"> 1. What might you do about _____? 2. What were you thinking/feeling when _____? 3. What's next? 	
Postconference: Planning Date:	<ol style="list-style-type: none"> 1. How will you decide what direction to take? 2. How might you anticipate challenges? 3. How will you make sure _____ is carried out? 	

Debrief and Reflection Form

(for Mentee)

1. What do you think went well in the lesson observed?

2. What didn't go as planned?

3. What would you do differently in future lessons?

4. What's your next step?

5. How can your mentor support you?

CLASSROOM VISITS OBSERVATION FORM

(for both Mentor and Mentee observations)

Date _____

Start time of Observation _____ End time of Observation _____ School _____

Teacher Observed _____ Grade level(s) _____

6 Indicators of a Well-Managed Classroom Look-Fors:

Look for	Notes:
Classroom/class period expectations are posted and visible	
Agenda is posted, visible, and current	
Materials have a designated area/space (calculators, supplies, journals, etc.)	
Materials are labeled for easy access (where to turn in completed work, sponge activities, missed work, make-up work, etc.)	
Desks are arranged so that the teacher can "check in" with all students and actively monitor	
Classroom is free of clutter so students can move independently throughout the space	
Classroom is clear of too many distractions on the wall (stacked boxes, posters/pictures all over)	
Academic material is presented at the student's instructional level	
Acknowledgement system is established, visible, and current (ex: brag board)	

CLASSROOM VISITS OBSERVATION FORM (cont.)

Classroom Setting Observations

Which of the following best describes the classroom setting(s)? Circle all that apply.

- Cooperative Learning grouping (students in groups of 2-5 actively involved)
 - Amount of time: _____
- Whole Group instruction (whole class instruction directed by the teacher)
 - Amount of time: _____
- Independent work (students work independently)
 - Amount of time: _____
- Other: (please explain) _____
 - Amount of time: _____

Did teacher greet students at the door? YES NO

What was the student's first task upon entering the classroom? (Was there an apparent procedure in place?)

Did teacher move around the room? YES NO

Does the teacher and/or do the students have an attention getting signal? YES NO

Instructional Delivery and Communication: *The teacher...*

Look-Fors	Notes
Communicates clearly/accurately	
Uses questioning/discussion techniques	
Keeps students engaged in learning	
Assesses student learning	
Demonstrates flexibility/responsiveness	
Creates an environment of rapport/respect	
Establishes culture for learning	
Manages classroom procedures	
Manages student behavior	

Focus for this observation and notes:

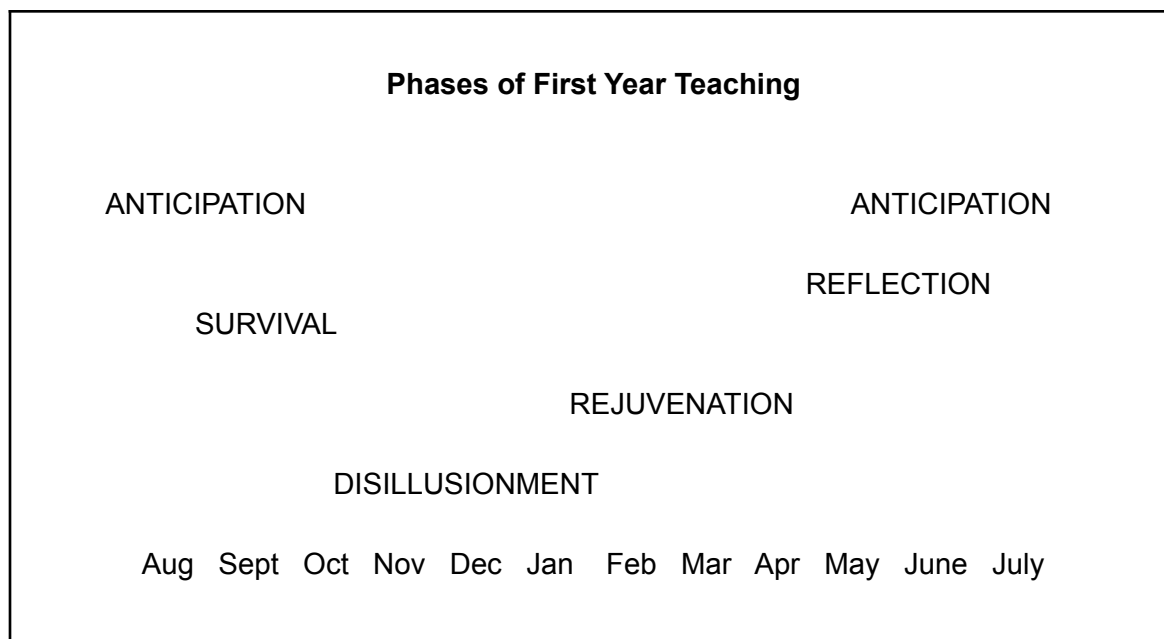
CLASSROOM VISITS REFLECTION FORM

(for Mentee)

1. One thing I took away from the Master teacher was....
2. One thing the Master teacher and I have in common is....
3. Ideas to implement in my classroom:
4. Questions for the Master and/or Mentor teacher:

PHASES OF FIRST YEAR TEACHING

Adapted from Moir, E. (1990).
The stages of a teacher's first year.
In M. Scherer (Ed). A Better
Beginning: Supporting and
Mentoring New Teachers.
Alexandria, VA: ASCD



Anticipation Phase

The anticipation phase begins during the student teaching portion of preservice preparation. The closer that student teachers get to completing their assignment, the more excited and anxious they become about their first teaching position. They tend to romanticize the role of the teacher. New teachers enter classrooms with a tremendous commitment to making a difference and a somewhat idealistic view of how to accomplish their goals. *"I was elated to get the job but terrified about going from the simulated experience of student teaching to being the person completely in charge."* This feeling of excitement carries new teachers through the first few weeks of school.

Survival Phase

The first month of school is overwhelming for new teachers. They are learning a lot at a rapid pace. Beginning teachers are bombarded with a variety of problems and situations they had not anticipated. Despite teacher education courses and student teaching experience, the realities of teaching on their own catch new teachers off guard. There is so little time and so much to learn. *"I thought I'd be busy—something like student teaching—but this is crazy. I'm constantly running. It's hard to focus on other aspects of my life."*

During the survival phase, most new teachers struggle to keep their heads above water. They become consumed with the day-to-day routine of teaching. It is not uncommon for new teachers to spend up to 70 hours a week on school work. They have little time to stop and reflect on their experiences.

Particularly overwhelming is the constant need to develop lesson plans and all defined in the plan. Veteran teachers routinely reuse excellent lessons and units from past years. New teachers, still uncertain of what will really work, must develop their lessons for the first time. Even when they depend on textbooks and prepared curriculum, teaching unfamiliar content is enormously time-consuming.

"I thought there would be more time to get everything done. It's like working three jobs: 7:30 – 2:30, 2:30 - 6:00, with more time spent in the evening and on weekends." Although tired and surprised by the amount of work, first-year teachers usually maintain a tremendous amount of energy and commitment during the survival phase, and they harbor hope that soon the turmoil will subside.

Disillusionment Phase

After six to eight weeks of nonstop work and stress, new teachers enter the disillusionment phase. The intensity and the length of the phase vary among new teachers. The extensive time commitment, the realization that things are probably not going as smoothly as they would like, and low morale contribute to this period of disenchantment. New teachers begin questioning their commitment and their competence. Many new teachers fall ill during this phase.

Compounding an already difficult situation is the fact that new teachers confront several new events during this time frame: back-to-school night, parent conferences, and their first formal evaluation by the site administrator. Each milestone places an already vulnerable individual in a very stressful situation.

Back-to-school night means giving a speech to parents about plans for the year that are most likely still unclear in the new teacher's mind. Some parents are uneasy when they realize that the teacher is a beginner, and they may pose questions or make demands that intimidate a new teacher.

Parent conferences require new teachers to be highly organized, articulate, tactful and prepared to confer with parents about each student's progress. This type of communication with parents can be awkward and difficult for beginning teachers. New teachers generally begin with the idea that parents are partners in the learning process, and they are not prepared for parents' concerns or criticisms. These criticisms hit new teachers at a time of waning self-esteem.

The first formal evaluation by the principal also arrives during the disillusionment phase. Developing and presenting a "showpiece" lesson is time-consuming and stressful. New teachers, uncertain about the evaluation process, and anxious about their own competence, question their ability to perform.

During the disillusionment phase, classroom management often becomes a major source of distress. *"I thought I'd be focusing more on curriculum and less on classroom management and discipline. I'm stressed because I have some very problematic students who are low academically, and I think about them every second my eyes are open."*

At this point, the accumulated stress on new teachers, coupled with months of overwork, provokes complaints from family members and friends. In the disillusionment phase, new teachers express self-doubt, have lower self-esteem, and question their professional commitment. Getting through this phase may be the toughest challenge they face as new teachers.

Rejuvenation Phase

The rejuvenation phase, which generally begins in January, is characterized by a slow improvement in the new teacher's attitude toward teaching. Having a winter break makes a tremendous difference for new teachers. The free time allows them to resume a more normal lifestyle, with plenty of rest, food, exercise, and time for family and friends. The break also offers an opportunity to organize materials and plan curriculum. This breathing space gives new teachers time for reflection and a chance to gain perspective. Most of all, it provides hope.

Putting past problems behind them, new teachers return to school rested and reinvigorated. They now have a better understanding of the system, more acceptance of the realities of teaching, and a sense of accomplishment at having made it through the first, and hardest, part of the school year. Although still months away, the end of school becomes a beacon of hope. By now, new teachers have also gained confidence and better-coping skills to prevent or manage problems that they will encounter. During this phase, new teachers focus on curriculum development, long-term planning, and teaching strategies.

"I'm really excited about my story-writing center, although the organization of it has at times been haphazard. Story-writing has definitely revived my journals." The rejuvenation phase tends to last into spring, with many ups and downs along the way. Toward the end of this phase, new teachers begin to voice concerns about whether they can accomplish everything by the end of the school year. They also wonder how their students will perform on tests, once again questioning their own effectiveness as teachers. *"I'm fearful of these big tests. Can you be fired if your kids do poorly? I don't know enough about them to know what I haven't taught, and I'm sure it's a lot."*

Reflection Phase

The reflection phase begins during the last six weeks of school. These final weeks are a particularly invigorating time for first-year teachers. Reflecting back over the year, new teachers highlight events that were successful and those that were not. They think about the various changes that they plan to make the following year in management, curriculum, and teaching strategies. The end is in sight, and they have almost made it; but more important, a vision emerges about what their second year will look like, which brings them to a new phase of anticipation. *"I think that next year I'd like to start the letter puppets earlier to introduce the kids to more letters."*

It is essential that we assist new teachers and ease the transition from student teacher to full-time professional. Recognizing the phases that new teachers go through gives us a framework within which we can begin to design support programs to make the first year of teaching a more positive experience for our new colleagues.

YOU'VE GOT QUESTIONS...

(new staff commonly asked questions)

Who is my **mentor**? Where is his/her classroom? When is his/her conference period?

Who is my **team leader/department head**?

Where is my **room**?

What are the times of my **work schedule**?

Do I have **keys** to my room, desk, closet? What is the procedure for coming into the building after hours?

What is the **building schedule**? How are **tardies** handled? How are **absences** handled?

What is my **schedule** (lunch, activities, duties, etc.)? Are there any assigned **duties**?

What are the rules for **leaving campus** during the school day?

Where do I eat **lunch**?

When can I use the phone?

What is your campus definition of **dress code** for teachers?

What do I do if I need to leave my classroom?

Do I have the necessary **furniture**: desks, bookcases, tables, chairs, teacher desk/chair, filing cabinets, a podium, computer?

When do I receive my **class list**?

What **expendable supplies** are available, and what are the procedures for obtaining them? (i.e., tape, chalk, staples, paper, calendars, etc.)

Where are **textbooks** located? How do I check them out?

What is the **gradebook system**?

How do I have **materials copied**?

Where are **curriculum guides/scope and sequence**?

What are the procedures for the **arrival and dismissal** of students?

Where do students go before school starts? After school?

What time can students enter the building? Classroom?

How do I **check attendance**?

What is the procedure for sending a student to the **nurse**? What is the student **medication** policy?

Who is my building **custodian(s)**? What are the responsibilities of the custodian, and how do I contact that person(s)?

Where do I **park**?

Where are the **teachers' lounge(s)** and **restroom(s)**? What is the **coffee** procedure?

Who is my **T-TESS evaluator**?

Who is on the Campus Improvement Committee?

How do I find out about **staff development** opportunities? How do I document professional growth?

What is the procedure for **classroom visitors**, including parents?

When are **faculty meetings**?

When are **PTO meetings**?

What other school events am I expected to attend?

Where is the district or building information posted?

How do I use **interschool mail**?

Where is the **Professional Library**, and what are the guidelines for its use?

YOU'VE GOT QUESTIONS... (continued)

Who is our Site **Technology Contact Person**? Our librarian? When does my class go to the computer room and the library? What audiovisual equipment is available, and what are the procedures for obtaining it (videos, filmstrips, overhead projector, listening centers, books, education journals, etc.)?

What is the District's policy regarding **copyright laws**?

How do I arrange **field trips**?

How can I **locate/check out materials** (textbooks, manipulatives, etc.)?

How do I **lamine** materials?

How do I complete **progress reports, report cards, and/or grade sheets**?

How do I complete records concerning **discipline management, attendance, and parent contacts**?

What are the procedures for referring a student for **special education**?

What **programs** are **available for special needs students** (Dyslexia, Gifted and Talented, Reading Recovery, Bilingual, ESL, etc.)? What do I do about the lessons they miss while attending these programs?

What are the **school policies** about rules, consequences, suspensions, and keeping students after school for make-up work or detentions?

Where is **time-out/detentions/ISS**, and how are **assignments** handled?

What are the **emergency procedures** for evacuating the building, a hostage situation, or preparing for a weather emergency?

How do I request PTA or parent **volunteers**?

Where can I go to **'vent'**?

When is **MY conference period**?

When is the **first holiday**???????

PREPARING FOR SUBSTITUTES

Prepare a substitute folder ahead of time. Your building may have a standard folder for all teachers. Sub folder may include:

- list of students/seating chart
- daily schedule
- classroom routines
- discipline procedures
- referral/detention forms
- lunch counts, attendance counts, duties, nurse passes
- students in pull-out programs
- helpful students, neighboring teachers, special needs/modification folders
- where to find lesson plans, materials, books, etc.
- list of extra activities
- procedures for emergencies (fire drill, disaster drill, lock-down)

Have a talk with students about the level of behavior you expect any time a sub is in the room. Make clear the consequences of inappropriate behavior.

Try not to schedule a major test when you expect a sub.

Do not assume the sub will be knowledgeable in your content area.

You may want to request a particular sub. Ask for recommendations and procedures.

Recommend students who would be helpful to the sub.

Telephone or meet with the sub prior to your absence if possible.

Have a buddy teacher who can welcome the sub and offer help. Return the favor.

FIRST PARENT COMMUNICATION

Establishing expectations includes communicating and building a rapport with parents. A consistent joint effort on the part of the parents and the teachers is the key to maintaining self-esteem, building skills, and promoting positive behavior in children.

A letter/email of introduction at the beginning of the year will let parents know that you want to include them as partners in your students' learning.

Keep your letter under a page in length and make the tone enthusiastic and positive. Consider including:

- personal information (your professional background, personal interests, etc.)
- ways to contact you when necessary - planning time, telephone numbers, email, etc.
- upcoming events - for example "Meet the Teacher Night"
- course overview
- a statement expressing your confidence in the success you expect for all your students.
- a copy of your discipline plan/classroom procedures

Follow up with a POSITIVE phone call, note, or email during the first six weeks of school.

REMEMBER: COMMUNICATION IS KEY TO STUDENT SUCCESS

SUCCESSFUL PARENT/TEACHER CONFERENCES

Be Prepared

Be familiar with a student's prior academic record. Be informed if a student has special services.

Have examples of student's work.

Have educational classroom visits ready.

Outline two or three areas of focus.

Welcome Parents

Be positive about the student, and communicate your willingness to do whatever it takes to ensure student success.

Thank the parent for coming.

Use direct eye contact.

Smile.

Use an upbeat tone of voice.

Convey your excitement and enthusiasm for your classroom.

Be Positive

Avoid labeling.

Avoid educational jargon.

Convey your helpfulness about a student's potential.

Listen

Let the parents talk.

Ask general guided questions, such as, "What can we do about...?" or "How can I help with...?"

Conference Steps

Stress the importance of a student's potential.

Discuss areas of improvement.

Set goals.

Make a plan for home and school.

Review.

Remember: Begin and end conference on a positive, upbeat note