

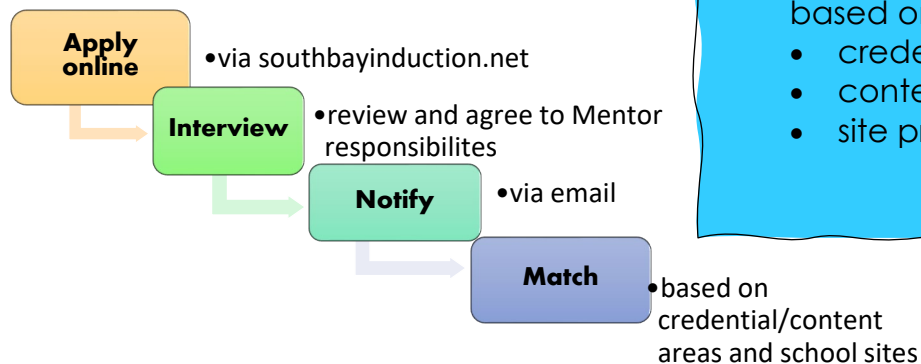
## Criteria and Process for Selecting Mentors

### Criteria

- Permanent status within district with 3 years of recent exemplary classroom teaching experience
- Valid California Professional Clear Credential
- Authorization to teach English Learners
- Ability to work with each candidate for at least one hour a week, outside of contractual hours
- Desire to learn, grow through collaboration, and lead.
- Practices ongoing self-awareness and reflection on own teaching practice

### Selection Process

1. The Consortium Office consults with site administrators and HR departments to collect names of potential mentors.
2. Potential mentors complete an application via Program Leader reviews applications and schedules interviews with applicants.
3. Mentors agree to fulfill the Mentor Responsibilities, including working outside of the contractual school day, without hourly reimbursement, in accordance with the Mentor agreement.
4. Program Leader notifies applicant of status.
5. Program Leader assigns mentor within 30 days of candidate's enrollment in the program to beginning teachers based on:
  - credentials,
  - content area and
  - site proximity



### Job Duties:

1. Facilitate new teacher growth, effectiveness, and development through:
  - modeling,
  - guided reflection on teacher practice
  - non-evaluative, observational feedback through reflective conversations about evidence of teaching practice
2. Facilitate own growth, effectiveness and development, as a coach, through:
  - mentor goal setting
  - self-assessments





### Required Professional Development Dates

Ability to attend the following ½ day **mentor training** sessions, either from 8:00 – 11:00 AM or from 12 - 3:00 PM on the following days:

- Thursday, September 14, 2023 in PVPUSD
- Thursday, October 12, 2023 in PVPUSD
- Thursday, November 2, 2023 in MBUSD
- Thursday, January 18, 2024 in ESUSD
- Thursday, February 29, 2024 in RBUSD
- Thursday, April 25, 2024, in RBUSD

The second half of these days can be used to observe and/or work with candidates

Ability to attend the following 4 in person, after school **mentor/candidate PD** sessions:

- Orientation from 4:00 – 6:00
- Developing the Individual Learning Plan (ILP) from 4:00 – 6:00
- Reflection Preparation from 4:00 – 6:00
- Spring into Inquiry from 4:00 – 6:00

- See the [SBCTIP PD calendar](#) for dates and locations.