

## **7.0 MENTOR TEACHERS/ADMINISTRATORS**

7.1 The Superintendent of Schools or designee shall develop guidelines for selecting mentors to work in the School District's induction program (Exhibit A).

7.2 Building Principals and supervisors should encourage effective, experienced educators to take advantage of the mentoring program as a staff development opportunity. Those who are selected as mentors should work well with adults, be sensitive to the viewpoint of others and demonstrate interpersonal and public relation skills.

7.3 To the extent possible, the guidelines for the assignment of mentors shall provide that the mentor is closely matched to the inductee in terms of academic preparation and assignment and be located, when possible, in close proximity to the inductee.

7.4 The mentor shall provide support to the inductee as he/she participates in the School District's Educator Induction Program.

7.5 The assistance provided through a mentor shall not be part of the School District's formal evaluation system.

7.6 Mentors shall be compensated for their assistance in accordance with the School District extra duty salary schedule or, if the mentor is from another district, at the rate agreed upon between the districts.

7.7 Building Principals/Administrators – Mentors for building Principals and other administrators may be selected from a variety of sources including School District personnel, personnel from other districts and retired administrators.

7.8 Mentors selected for building Principals and administrators with provisional licenses shall be:

7.8.1 Experienced administrators or building Principals.

7.8.2 Perceived by colleagues as effective.

7.8.3 Selected to match the experience of the inductee.

7.9 Mentors must:

7.9.1 Have demonstrated effective communication skills including problem solving and written communication.

7.9.2 Have demonstrated skills in questioning and giving feedback.

7.9.3 Be committed to ongoing professional growth.

Adopted: April 12, 1995

Revised: September 26, 2012

LEGAL REF.: C.R.S. 22-60-5-102 (12), (13), (14), (15)

CROSS REF.: G-b-8 Professional Staff Induction Program