

Purpose of Mentorship

We want every new staff member to feel:

WELCOMED

*"We're glad
you're here."*

VALUED

*"You matter to
this district."*

CONNECTED

*"You have
people here."*

SUPPORTED

*"You don't have
to figure this out
alone."*

CONFIDENT

"I can do this."

Our responsibility is not to assume what they know or don't know, but to help them learn our people, our systems, our culture, and our way of doing things.

Mentor Expectations

Five core pillars to guide and support new staff members:

CONNECT

Help them build relationships and become part of our community.

COMMUNICATE

Be approachable, available, and proactive.

GUIDE

Help them navigate our systems, procedures, and culture.

SUPPORT

Listen, encourage, problem-solve, and celebrate.

MODEL

Demonstrate professionalism, positivity, collaboration, and growth.

Mentorship is about RELATIONSHIP

What Mentorship IS & IS NOT

Mentorship IS:

-  A relationship.
-  A support system.
-  A source of encouragement.
-  A connection to our district & school community.
-  A place to ask questions.
-  A way to share experience and perspective.
-  An opportunity to help someone grow professionally.
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Mentorship IS NOT:

-  An evaluation.
-  A supervisor relationship.
-  A requirement to have all the answers.
-  A relationship where the mentor does everything for the mentee.
-  A reason to compare your first year to someone else's first year.
-  A one-time meeting at the beginning of the school year.
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Your goal isn't to have all the answers. Your goal is to help them find their way.

Instructional Coaching Role

Collaborative, personalized support to empower teacher growth

FOCUS AREAS

Core areas of instructional support:

- Lesson planning
- Classroom management strategies
- Data analysis & monitoring student progress
- Co-teaching & lesson modeling
- Personalized professional development

HOW WE WORK

Our collaborative approach:

- Regular check-ins & classroom visits
- Flexible support aligned to your needs & pace
- Honest, kind feedback & joint problem-solving
- Targeted resources shared based on your goals

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**Coaching is
unlocking a
person's
potential to
maximize their
growth**

— CORE PHILOSOPHY



Meet Your Support Team

You have people in your corner.



YOUR MENTOR

Your go-to person for:

- Questions
- Connections
- Encouragement
- Navigating our district
- Problem-solving
- Celebrating successes

YOUR COACH

Your go-to person for:

- Instruction
- Planning
- Data
- Problem-solving
- Feedback
- Professional growth

ADMINISTRATOR

Your go-to person for:

- School-level support
- Expectations
- Concerns
- Student/family situations
- Formal evaluation

The Impact of Educator Support

Building connection, capacity, and conditions for student success

MENTORSHIP

Builds Connection

Teachers have someone to turn to as they navigate district expectations and the realities of teaching.



INSTRUCTIONAL COACHING

Builds Capacity

Teachers have a collaborative partner to help them reflect on their practice, solve problems, and strengthen instruction.



STUDENT SUCCESS

Shared Outcome

Both support student learning. Investing in educators helps create the conditions for effective teaching and learning.

