



Board Action Required ☒

No Action Required ☐

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## **BTIM - Beginning Teacher Induction and Mentoring (Cycle 4)**

Michelle King is writing a TEA Grant that would provide \$75,000 to focus on professional development for beginning educators and their mentors. The grant is due March 9, 2010.

**Description of Program (from TEA announcement)** The purpose of the Beginning Teacher Induction and Mentoring (BTIM) program is to establish or enhance a beginning teacher induction and mentoring program designed to increase retention of beginning teachers. Texas Education Code §21.458 states that public school districts and open enrollment charter schools may assign a qualified mentor teacher to each classroom teacher who has less than two years of teaching experience in a subject area or grade level.

Grant funds can be used by eligible school districts or open-enrollment charter schools for:

- mentor stipends,
- mentor training, and
- mentor release time to meet/observe the beginning teachers

To the extent practicable, a teacher mentor must:

- (1) teach in the same school;
- (2) teach the same subject or grade level as applicable; and
- (3) meet qualifications as determined by the commissioner.

Requirements for teacher mentors are:

- (1) have at least three complete years of teaching experience and a superior history of improving student performance.
- (2) have completed of a research-based mentor and induction training program approved by the commissioner;
- (3) have completed of a mentor training program provided by the district

### **Required Action:**

Approve BTIM Program Design

# BTIM – Beginning Teacher Induction Mentor Grant

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## Coppell **BEAM**

### Beginning Educators and Mentors

\$75,000

#### **Master Mentor** (Grant Funded)

**hire up to 1.5 Master Mentors to work with beginning teachers (0-1 year) in Math, Science, ELAR, and Social Studies**

must be eligible to work during school hours (retired/non-working veteran teacher are eligible)

interviewed and selected by grant committee

mentor must have certification and/or specialized training in mentee's instructional area

must attend required training (3-5 days in summer; plus at least 5 after school sessions during academic year)

meet with mentee at least once every 2 weeks and complete observation/coaching sessions

complete required mentor/mentee documentation

#### **Campus Buddy Mentor** (Local Funds)

Principals' select from current staff based on district-developed criteria  
stipend - \$500

for teachers with 2-3 years experience **and** new to CISD

mentor must have certification and/or specialized training in the mentee's instructional area

must attend required training (2 days in summer (grant-funded stipend); plus at least 5 after school sessions during academic year)

meet with mentee at least once every 2 weeks

complete required mentor/mentee documentation

#### **Grant will pay for**

- salaries for Master Mentors
- Professional development for Master Mentors and Campus Buddy Mentors
- Stipends for Campus Buddy Mentor to attend required summer training