



Mission Early College High School



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SISD New Teacher Mentoring Program- BFF **“Becoming a Friend for Tomorrow’s Future”**

Program Eligibility and Criteria

Guidelines:

- All teachers with zero (0) years of experience shall participate in the mentoring program
- For new teachers, the program should begin before the start of the school year or within 30 days if hired after the start of school.

Program Expectations

Guidelines:

- Teacher will be required to participate in various professional development sessions with the mentor
- Complete mentoring tools consistently and on a timely basis:
 - Teacher professional portfolio
 - Individual Development Plan
 - Track Classroom Observations
 - Goal setting sheets
 - Participation in “Pulse Checks “(Administrative Conferences)
- Attendance is required for all five (5) days of the New Teacher Induction Academy
- Collaboration and completion of the BFF Program will be required of all participants

Overall Program Goals

The program goals are to:

- Ensure there is support for new teachers
- Increase the number of “successful beginnings” while reducing the number of “rookie mistakes”
- Provide modeling, guidance, coaching, and encouragement in a one-on-one relationship, in order to inspire new teachers and build skills and confidence
- Ensure that new teachers have a clear set of priorities focused on best teaching practices
- Produce highly-qualified instructional educators equipped with the knowledge and behaviors needed for effective instructional teaching practices, that result in greater student achievement
- New teachers will be assigned a mentor within 30 days
- New teachers will develop a teacher professional portfolio
- Develop an individual professional development plan
- Attend learning walks
- Collaborate on teacher observations with their mentor
- Attend “tailored” professional development sessions