

Mentor/Model Split Role
Quick Explanation

Mentor	Model
<ul style="list-style-type: none"> • Quick application process (no interview) <ul style="list-style-type: none"> - Short application - 4 School Strem's reference forms submitted 	<ul style="list-style-type: none"> • Intense application process <ul style="list-style-type: none"> - Application w/4 questions - 25-30 minute video – rubric - Possible additional classroom observations – rubric - Interview process w/ CIA and Superintendent
<ul style="list-style-type: none"> • Mentors will be hired and placed into a pool and not paid until new hires are placed with best match mentor. (inactive duty to active duty) • No more than 2 mentees per mentor (should be only one unless not enough mentors in pool) • Mentors and Mentees will try to be matched within building, but ultimately best fit will trump • CIA and Building Principal will determine best fit to match mentee with mentor. 	<ul style="list-style-type: none"> • 1 per grade level PK-6 • 1 per department level 7-12 (some departments combined): <ul style="list-style-type: none"> - Vocational (Business, Ag, Industrial Tech, Auto/Manf, FCS) - English and Media - Science - Social Studies - Math - Spanish • 1 elementary Special Education • 1 secondary Special Education • 1 for PK-12 Music • 1 for PK-12 PE • 1 for PK-12 Art <p>Reduced Position (only responsible for first bullet point in responsibilities)</p> <ul style="list-style-type: none"> • TAG • ELL • Title One • Counselors
<ul style="list-style-type: none"> • Typical 2 year (could be 1 if new hire leaves, or 3 year if new hire needs additional mentor time) 	<ul style="list-style-type: none"> • 1 year term
<ul style="list-style-type: none"> • \$1000 per mentee, per year 	<ul style="list-style-type: none"> • \$3500 (no release period during school day) • \$1500 for reduced position
<ul style="list-style-type: none"> • Same responsibilities as now – 5 district mentoring meetings, monthly individual meeting with new teacher, observations, focus on Iowa Teaching Standards 	<ul style="list-style-type: none"> • Main responsibilities: <ul style="list-style-type: none"> - Facilitating grade alike/department time on each PD day (organizing agenda, communication, notes, guiding conversation) - Assisting ICs in presenting/modeling High Impact strategies or other PD focus areas (especially at your grade level/department level groups) - Attend “group” coaching sessions with ICs and other Model teachers for coaching cycle on High Impact strategies and plan PD. (weekly/bi-weekly - outside of school day)

	<ul style="list-style-type: none"> - Continuing to believe in and model the importance of better every day – in your mindset, actions in and out of the classroom, etc.
<p>Special Notes for those currently in position:</p> <ul style="list-style-type: none"> • Since the requirements and responsibilities of the role are no different, the current M/Ms will automatically be put in “pool” of mentors IF they are interested (however, no guarantee they will be in the “active” pool) • If current M/M is in mentoring cycle with new teacher, they will finish that cycle 	<p>Special Notes for those currently in position:</p> <ul style="list-style-type: none"> • All must apply if interested. No “automatics” from current M/M – role carries different responsibilities and must give open opportunities to all teachers

Other notes:

7:45 – 8:45 PK-6 Grade Alike & 7-12 Department

9:00 – 10:30 PK-6 High Impact & 7-12 High Impact

- 5 ES ICs present together as PK-6 are grouped by grade level with Model at each group

- 4 MS/HS ICs present together as 7-12 are grouped by department with Model at each group

10:45 – 12:00 Building (High Impact Community Building focus and whatever other specific building focus)