

THE SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY

TEACHING STAFF MEMBERS

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~~Induction Program for Provisional Teachers~~District Mentoring Program

3126 ~~INDUCTION PROGRAM FOR PROVISIONAL TEACHERS~~DISTRICT MENTORING PROGRAM

The Board of Education shall develop a district mentoring program to provide nontenured teachers, including novice professional teachers who hold a certificate of eligibility (CE) or certificate of eligibility with advanced standing (CEAS) with an induction to the teaching profession and to the school community through differentiated supports based on the teachers' individual needs and to help them become effective professionals.

The goals of the district mentoring program shall be to enhance teacher knowledge of, and strategies related to, the New Jersey Student Learning Standards to facilitate student achievement and growth; identify exemplary teaching skills and educational practices necessary to acquire and maintain excellence in teaching; and assist first-year teachers in performing their duties and adjusting to the challenges of teaching. The Board of Education shall determine how each nontenured teacher in his or her first year of employment shall be provided with supports as outlined in N.J.A.C. 6A:9C-5.1(c). The Board shall provide an individual mentor to work one-on-one with a novice provisional teacher in accordance with N.J.A.C. 6A:9C-5.1(d). The Superintendent shall oversee the mentor selection process and ensure the individual mentor meets the minimum requirements required in N.J.A.C. 6A:9C-5.2(a).

In accordance with the provisions of N.J.A.C. 6A:9C-5.4, an approved agency and its designated staff shall be authorized to provide the services, evaluations, and recommendations specified within N.J.A.C. 6A:9B-8.6, 8.7, and 8.9 for provisional Teachers of Supplemental Instruction in Reading and Mathematics, Grades K-8 in their employ.

The district's local mentoring plan shall be in accordance with the requirements as outlined in N.J.A.C. 6A:9C-5.1 et seq.

The Superintendent of Schools or designee shall develop the district mentoring plan in accordance with the requirements outlined in N.J.A.C. 6A:9C-5.3 as part of the school district's professional development plan (PDP) pursuant to N.J.A.C. 6A:9C-4.4. The district mentoring plan shall include logistics for its implementation and describe the school district's responsibilities pursuant to N.J.A.C. 6A:9C-5.1 et seq.

The Board of Education shall budget State funds appropriated for the novice teacher mentoring program in accordance with the provisions of N.J.A.C. 6A:9C-5.1(f). The Board shall ensure that State funds appropriated for this program shall supplement, and not supplant, any Federal, State or local funds already devoted to planning and implementing a novice teacher mentor program. The Board of Education shall ensure that State funds shall be used for one or more of the following: stipends for mentor teachers; the costs associated with release time; substitutes for mentor teachers and novice teachers; and professional development and training activities related to the program. ~~The Board of Education recognizes that all newly prepared teachers are required to serve their first year of employment under provisional~~

~~certification and in a district induction program designed to train and guide new teachers and to identify those teachers who qualify for standard certification.~~

~~The Board will approve a plan for the induction of new teaching staff members and submit the plan to the Department of Education.~~

#### Professional Support Team

~~The Board shall, in accordance with State Board of Education rules, provide provisional teachers with the training and supervision of a professional support team composed of a Principal or his or her designee, an experienced mentor teacher, a college faculty member or comparable staff member, a curriculum supervisor or comparable staff member, and such additional members as the Superintendent may recommend and the Board approve.~~

~~Members of the professional support team shall be recommended by the Superintendent and approved by the Board and recommended by a committee composed of representatives of the constituent staff organizations. Support team members shall be appropriately certified, experienced, and cooperative staff members recognized for their discretion and helpfulness. Support team members shall be appropriately trained for participation in the induction program.~~

~~Mentor teachers shall, whenever possible, be in the same instructional area and school building as the provisional teacher.~~

#### Evaluation of Provisional Teachers

~~Provisional teachers shall be formally evaluated at least three times, at ten week intervals during the first year of employment, by two or three members of the support team other than the mentor teacher. The support team may conduct additional evaluations.~~

#### Role of Mentor Teachers

~~Mentor teachers shall not participate in any way in decisions which may have a bearing on the employment or certification of provisional teachers. They shall not assess or evaluate the performance of provisional teachers unless they are appropriately certified administrators. Interactions between provisional teachers and experienced mentor teachers are formative in nature and considered a matter of professional privilege. Mentor teachers shall not be compelled to offer testimony on the performance of provisional teachers.~~

Evaluations for a provisional teacher shall be completed in accordance with the requirements of

N.J.A.C. 6A:9B-8.6.

N.J.S.A. 18A:26-2; 18A:26-2a

N.J.A.C. 6A:9B-8.4; 6A:9B-8.5; 6A:9B-8.6; 6A:9C-5.1 THE SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY

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Induction Program for Provisional Teachers

- ~~1. All vacancies for mentoring positions shall be posted as early as the district is aware of its needs. The posting shall include the qualifications for the position. No employee shall be assigned to serve as a mentor if there are qualified volunteers available. If an employee is involuntarily assigned to a mentoring position, he/she shall not be involuntarily assigned again until all other qualified employees have been assigned.~~
- ~~2. No teacher shall serve as a mentor to more than one provisional teacher at a time.~~
- ~~3. Each mentor shall be compensated in accordance with the State guidelines.~~
- ~~4. Each mentor shall be required to devote no more than thirty hours to the mentoring assignment.~~
- ~~5. Training shall be provided for mentors in accordance with State guidelines. Time spent in training shall be counted in the thirty hours contained in #4 above.~~
- ~~6. There shall be a Joint Committee on Mentoring consisting of three administrators designated by the Superintendent and three teachers appointed by the SOMEA President. The committee shall review the State requirements concerning certification and support services for provisional teachers and make recommendations to the Superintendent of Schools regarding those aspects which do not have an impact on terms and conditions of employment.~~

Compensation for Support Team Members

~~Members of the professional support team shall be compensated in accordance with the fee schedule approved by the State Board of Education.~~

~~The provisional teacher shall be assessed the entire amount of the fee.~~

~~The amount of the assessment shall, on the written request of the teacher, be deducted from the provisional teacher's salary in amounts prorated throughout the first year of service.~~

~~N.J.S.A. 18A:6-75 et seq.  
N.J.A.C. 6:11-5.1 et seq.~~

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