

Pleasant Hill School District 1

Code: **GCHA**
Adopted: 1/10/00
Readopted: 1/24/11

Mentor Teacher

Consistent with the guidelines cited below, the school principal shall select mentors to work with beginning teachers and veteran teachers new to the district. Educators selected as mentors should be those who model outstanding skills and school leadership as teachers, principals or administrators, as appropriate, and who have demonstrated exemplary skills under the district's performance standards.

Principals and supervisors should encourage effective, experienced educators to take advantage of the mentoring program as a staff development opportunity. Those selected as mentors should work well with adults, be sensitive to the viewpoints of others and demonstrate interpersonal and public relations skills.

To the extent possible, the guidelines for the assignment of mentors shall provide that the mentor is closely matched to the inductee in terms of academic preparation and assignment and be located, when possible, in close proximity to the inductee.

The mentor shall be responsible for orientation and induction of the mentee. The mentor shall maintain contact with the principal concerning contact time and activities completed by the mentor and mentee as part of the induction plan.

The assistance provided through a mentor shall not be part of the district's formal evaluation system.

Upon presenting documentation acceptable to the principal, mentors shall be compensated for their assistance in accordance with the following: District credit will be awarded for mentor teachers with documentation to be provided by the principals per the following schedule: 10 to 30 hours participation equals 2 district credits per year; 31 or more hours participation equals 3 credits per year.

Mentor Guidelines

Mentors must:

1. Have demonstrated effective communication skills including problem solving and written communication;
2. Have demonstrated skills in questioning and giving feedback;
3. Be committed to ongoing professional growth.

END OF POLICY

Legal Reference(s):

[OAR 581-022-1720](#)