

MENTOR AND CONSULTING TEACHERS

Mentor Teacher for Staff Identified as "Needs Improvement":

1. A mentor for a tenured staff member who has received an overall rating of Needs Improvement may be recommended by the evaluator or requested by the staff member.
2. To be qualified to serve as a mentor teacher a staff member must:
 - a. Be suggested by either the evaluator or the staff member needing improvement and agreeable to both.
 - b. Have received an overall rating of Excellent or Proficient on the most recent evaluation.
 - c. Have a minimum of five years experience in the District.
 - d. May be assigned (but not required) to the same building as the staff member who received the Needs Improvement rating.
 - e. Consent to work as a mentor.
3. A mentor teacher shall:
 - a. Provide advice to the staff member on how to improve teaching skills and successfully complete the improvement plan.
 - b. Be given released time to observe and confer with the teacher at least once prior to and after each observation. The mentor will be released from any supervisory duties on days when he/she is actively engaged in the improvement process.
 - c. Be informed, through the evaluation conferences with the evaluator and the staff member, or the results of the observations in order to continue to provide assistance to the staff member needing improvement.
 - d. NOT participate in any of the observations or evaluation, nor be engaged to evaluate the performance of the staff member being mentored.
 - e. NOT be compelled to participate/testify at any hearing, should one be necessary, either as to the rating process or for opinions of performance by the staff member.

Consulting Teacher:

1. A consulting teacher may have only one remediation assignment at a time.
2. To be qualified to serve as a consulting teacher, a staff member must:
 - a. Be recommended by the Association.
 - b. Have received an overall rating of Excellent on the most recent evaluation.
 - c. Have a minimum of five years experience in the District.
 - d. Have earned at least a masters degree.
 - e. Have taught the same or similar assignment as the teacher under remediation.
 - f. Not be assigned to the same building as the teacher under remediation.
 - g. Participate in an in-service training for consulting teachers, jointly approved by the Association and the Board, prior to any remediation assignment.
 - h. Voluntarily consent to work as the consulting teacher for the teacher under remediation.

3. A consulting teacher shall:

- a. Provide advice to the teacher under remediation on how to improve teaching skills and successfully complete the remediation plan.
- b. Be given released time to observe and confer with the teacher under remediation at least once prior to and after each quarterly evaluation. The consulting teacher will be released from any supervisory duties on days when he/she is actively engaged in the remediation process. Active engagement in the remediation process on any school day can be a full day, a half day, or less than a half day.
- c. Be informed, through evaluation conferences with the evaluator and the teacher under remediation, of the results of the first two evaluations in order to continue to provide assistance to the teacher under remediation.
- d. NOT participate in any of the required evaluations, nor be engaged to evaluate the performance of the teacher under remediation.
- e. NOT be compelled to participate/testify at the remediating teacher's dismissal hearing, should one be necessary, either as to the rating process or for opinions of performance by the remediating teacher.