



## ARKANSAS INDUCTION MENTORING MODEL

### AIMM

### FREQUENTLY ASKED QUESTIONS

- **What is the Arkansas adopted mentoring model?**

The state uses **Arkansas Induction Mentoring Model (AIMM)**, a program of blended-learning that includes face-to-face mentoring sessions and online instruction.

- **Which teachers must have a mentor assigned to them for support of their professional development?**

Any teacher of record with less than one year of classroom teaching experience and employed in an Arkansas public school, Arkansas agency, or organization requiring an Arkansas Educator license must be mentored. Each Arkansas school district has a School District Project Director who matches mentors with novice teachers.

- **What is the definition of a novice teacher?**

A novice teacher is defined as any licensed teacher of record with less than one school year of classroom teaching experience in a public school, other Arkansas agency, or organization requiring an Arkansas educator's license. The classroom teaching experience does not include student internship or substitute teaching.

- **If a district hires a new teacher who has a license from another state, must he/she be mentored?**

The qualifier is whether or not the teacher has less than one year of classroom teaching experience as the teacher of record. If this is true then the teacher must be mentored. The classroom teaching experience does not include student internship or substitute teaching.

- **Must all mentors be certified in the Arkansas Induction Mentoring Model?**

Yes. Mentors must be trained and certified in the Arkansas Induction Mentoring Model (AIMM) before being assigned to a novice teacher.

- **Who is eligible to be a mentor?**

Mentors are teachers who have completed three or more years as a successful teacher of record under a Provisional and/or Standard Educator License. Also, the mentor must



have proficient or higher teaching skills. All mentors must be trained and certified in the Arkansas Induction Mentoring Model (AIMM), and approved in the [Arkansas Teacher Licensure Accountability System \(ATLAS\)](#) before being assigned to a novice teacher. A teacher must qualify to become a mentor. Click here to learn more about [Mentor Qualifications](#). Further information regarding becoming a mentor is available through the local School District Project Director at each school district in Arkansas.

- **Can administrators be mentors for novice teachers?**  
If the administrator is the person who will be evaluating the novice teacher, the answer is no. If the mentor will not be evaluating the novice teacher for employment reasons then the administrator can mentor the novice teacher.
- **Can a high school teacher mentor an elementary school teacher or vice versa?**  
Theoretically, this is possible due to the generic nature of the Arkansas Induction Mentoring Model (AIMM). However, the larger issue is the accessibility and the mentor's ability to meet and provide focused feedback to the novice teacher on a regular basis.
- **Can a mentor be assigned more than one novice teacher?**  
For standard procedures, the answer is no. However, if there are extenuating circumstances, the School District Project Director should contact the Teacher Induction Program Advisor at ADE.
- **How can mentors be trained in my school district?**  
Information regarding scheduled Arkansas Induction Mentoring Model (AIMM) trainings can be obtained from the district's [Educational Service Cooperative](#).
- **How are mentors compensated for mentoring a novice teacher?**  
Mentors receive a stipend of \$600 per semester, or \$1,200 per school year. From the mentors stipend, the district will deduct taxes and the mentor's regular teacher retirement contribution. The district **may not** take the matching funds (taxes and teacher retirement) from the mentor's stipend. School districts must absorb the cost of the matching funds.

Mentors receive six (6) hours of professional development credit for completing the AIMM mentor training. In addition, mentors receive thirty (30) hours of professional



development credit in the school year in which they actively mentor a novice teacher. However, it is at the discretion of the school district whether all, part, or none of the hours is accepted.

Additionally, mentors have the distinction of being identified as outstanding teachers with the skills and expertise to mentor and guide novice teachers in the teaching profession. Mentors have reported the additional benefit of improving and fine-tuning their own instructional and professional skills as a result of the mentoring experience.

- **How much time is involved in the mentoring process?**

Districts are required to assist in scheduling meetings on a regular weekly basis for a mentor and novice teacher to work together, face-to-face. This face-to-face contact can be accomplished through creative scheduling, use of instructional aides, roving substitute teachers, or use of an occasional common planning period. When none of these options are available, pairs can use ZOOM or some other electronic method of face-to-face. All mentoring sessions are automatically recorded in MOODLE and the data is transferred to ATLAS. Besides meeting to work on modules in MOODLE, the mentor is available on an “as needed” basis to assist the novice teacher with any other issues.

- **Are any of the induction recording forms submitted to ADE?**

The School District Assurances Form is uploaded into ATLAS. All module work is within MOODLE and any artifacts are uploaded into MOODLE. Observation Forms are, also, uploaded into Moodle. All forms and artifacts can be accessed by the School District Project Director and the Office of Educator Effectiveness at ADE.

- **What do mentors and novice teachers do with the forms associated with induction?**

All forms uploaded in MOODLE are available to the novice teacher after the mentoring experience is completed. The novice teacher will have a file in MOODLE where documents will be stored and accessed by the novice teacher in the future, if needed.

- **Which forms are districts required to submit online to ADE via ATLAS?**

Districts are to submit the following in ATLAS:

- **September 1** – Novice Teacher/Beginning Administrator Mentor Pairing Forms
- **September 15** – School District Induction Assurances Form
- **July 15** – End-of-the-Year Budget Report



- **How many years will a novice teacher receive mentoring support?**

All traditionally trained novice teachers will receive mentoring support for one (1) full school year. **Arkansas Professional Pathway to Educator Licensure (APPEL)** novice teachers will be mentored for an additional year, totaling two (2) full school years. Novice teachers in the **Masters of Arts in Teaching (MAT)** program are mentored for a minimum of one year, and then for the duration of their MAT program, not to exceed two (2) school years.

- **When will the school district receive the mentoring grant from ADE to pay the mentors?**

Funding is authorized as soon as the school district properly submits the Assurances Form and the Induction Pairing Form in ATLAS. Grants for school districts that have mentors who are actively mentoring a novice teacher will be sent directly to the school district's bank account between November and December. For those school districts with novice teacher mentor pairs starting in the spring semester, the grants will be deposited in the school district bank account between April and May.

- **Do the same guidelines apply to APPEL and MAT teachers?**

Generally, yes. All **Arkansas Professional Pathway to Educator Licensure (APPEL)** and **Masters of Arts in Teaching (MAT)** teachers hired in school districts must be assigned a certified AIMM mentor. The school district Project Director will use the same reporting forms for APPEL/MAT as they do for traditionally trained teachers.