



## TEACHER INDUCTION/MENTORING

### Glossary

- **AIMM – Arkansas Induction Mentoring Model** – a program designed to provide a novice teacher the support, assistance, and encouragement of a site-based, trained mentor in order for the novice teacher to learn the skills he or she needs to become an effective, knowledgeable teacher. Having the support of a mentor builds a foundation of confidence and expertise benefiting the novice teacher and students for years to come
- **APPEL – Arkansas Professional Pathways to Educator Licensure** – the program administered by the Arkansas Department of Education whose participants hold a minimum of a baccalaureate degree (and have passed the appropriate state-mandated assessments) and are allowed to teach in an Arkansas public school with a Provisional Teaching License. The program requirements consist of two (2) years of teaching and instructional modules, which must be completed within three (3) years
- **Artifacts** – documents, records, objects and other items that provide evidence for improving instruction
- **Certified Mentor** – a person who holds a current Arkansas teaching or administrator’s license, unless the person is employed where the requirement for a teaching license is waived by law or in the charter of a public charter school; and is certified by the Department’s Office of Educator Effectiveness as trained in the state-adopted (AIMM) mentoring model
- **Educator** – any individual holding a license issued by the State Board of Education, specifically including without limitations, teachers, administrators, library media specialists, and counselors
- **Framework for Teaching** – known as the Danielson Framework for Teaching, describes the work of teaching by components and performance levels
- **Induction** – the period of time beginning with a teacher’s first employment as the teacher of record in an Arkansas public school, education service cooperative, or organization that requires an Arkansas teaching license. The novice teacher is provided



mentoring support and accelerated professional development during the induction period

- **Mentoring** – the acts of a certified mentor providing support and focused feedback to a novice teacher (according to the state-adopted mentoring model) with the goal of enhancing instructional skills, classroom management, and professional behavior
- **MOODLE – Modular Object-Oriented Dynamic Learning Environment** – a software e-learning platform, also known as a Learning Management System, or Virtual Learning Environment (VLE). Arkansas MOODLE is used for professional development and allows Arkansas educators to have access to a blended learning environment in addition to the traditional face-to-face trainings currently being provided. As a Learning Management System, MOODLE increases the availability of content providing a vehicle for continued growth throughout the school year
- **Nontraditional Licensure Program** – an alternative licensure program under rules, and including the Arkansas Professional Pathway to Educator Licensure program, the Professional Provisional Teaching License, the Accelerated Teaching Program Provisional and Standard Teaching License, and the Master’s Degree in Teaching Provisional and Standard Teaching License
- **Novice Teacher** – a licensed teacher employed under an employment contract with a public school or district who has less than one (1) year of public school classroom teaching experience, not including student internship or substitute teaching; and has been assigned lead responsibility for a student’s learning in a subject/course aligned with Department standards/frameworks
- **Professional Development** – a coordinated set of planned, learning development activities for teachers based on research, standards-based and meets the focus areas for professional development required by the Department of Education
- **Professional Growth Plan (PGP)** – a plan of study, when completed, results in the acquisition and application of knowledge, skills, practices, and behaviors that improve professional practice of the person implementing the plan for the purpose of improving student achievement



- **Provisional License** – a temporary one-year license, issued by the State Board, which allows the license holder to teach or work in Arkansas public schools. It is available to nontraditional licensure candidates who have not completed all requirements for a Standard Arkansas teaching license; and subject to revocation for failure to complete annual requirements for the applicable nontraditional licensure program
- **School District Project Director** – a person designated by the school district superintendent to oversee the mentoring programs for beginning administrators and novice teachers. This includes but not limited to, financial oversight, monitoring of work being done by beginning administrators and novice teachers in the Arkansas MOODLE system, pairing novice teachers and beginning administrators with appropriate, trained mentors and submission of all required documentation
- **Standard License** – a five (5) year renewable license, issued by the State Board, which allows the license holder to teach in Arkansas public schools
- **Teacher of Record** – an individual (or individuals in co-teaching assignments) who has been assigned the lead responsibility for a student’s learning in a subject/course with aligned performance measures
- **TESS – Teacher Excellence and Support System** – a statewide teacher evaluation system that provides support, collaboration, feedback and targeted professional development opportunities aimed at ensuring effective teaching and improving student learning