



# ARKANSAS DEPARTMENT OF EDUCATION

## INDUCTION/MENTORING

### Arkansas Mentor Qualifications

Mentors collaborate with and support the novice teacher by providing focused feedback with regard to instructional skills, classroom management, and professional behaviors as delineated by the Arkansas Mentoring Model. The goal of mentoring is to ensure continuous professional growth for the novice teacher. Mentors assist the novice teacher in the implementation of the goals of the novice teacher's professional growth plan, identification and celebration of strength areas, procurement of resources (both human and material), and identification of professional development opportunities.

### Qualifications

According to the Arkansas Novice Teacher Mentoring Model, mentors must have:

- \*A current Arkansas Educator's license, except where waived by law
- \*A minimum of three (3) years of classroom teaching experience as the Teacher of Record
- \*Been trained in the Danielson *Framework for Teaching*
- \*Been rated as a proficient teacher or the equivalent thereof
- \*Recommended by the school district or building level administrator
- \*Successfully completed the one day Arkansas Induction Mentoring Model (AIMM)
  - \* An exception to this requirement must be approved by the Office of Educator Effectiveness

### Process

1. Teachers interested in being a certified Novice Teacher Mentor should notify their Building Administrator.
2. A district or building level administrator identifies and selects those who are to receive mentor training by completing the Novice Teacher Mentor Training Recommendation Form.
3. The Novice Teacher Mentor Training Recommendation Form must be brought by the prospective mentor to the mentor training, or the recommendation can be signed, uploaded to a computer, and emailed by the school district or building level administrator to the contact person for the designated mentor training.

4. Teachers selected must successfully complete the Novice Teacher Mentor Training (generally offered throughout the year at school districts and Educational Co-ops) to become a certified Novice Teacher Mentor.
5. The pool of certified Novice Teacher Mentors for each school year is identified by the school district.

Rev. 6.11.15