



NOVICE TEACHER MENTORING PROGRAM FREQUENTLY ASKED QUESTIONS (FAQs)

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

The state uses the **Arkansas Novice Teacher Mentoring Program**, 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, except where waived by law, 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, except where waived by law. 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 Novice Teacher Mentoring Program model?**

Yes. Mentors must be trained and certified in the Arkansas Novice Teacher Mentoring Program model 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



be rated in their teaching skills as proficient or higher in their most recent overall evaluation. All mentors must be trained and certified in the Arkansas Novice Teacher Mentoring Program model. Please [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 Novice Teacher Mentoring Program. 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 Novice Teacher Mentor trainings can be obtained from the district's [Educational Service Cooperative](#). Mentors must be recommended by their school administrator to attend the Novice Teacher Mentor Training.

- **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 mentor's 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.

- **Does a mentor or novice teacher receive Professional Development credit for mentoring?**

Mentors receive six (6) hours of Professional Development credit for completing the Novice Teacher Mentor training. Professional Development credit may be awarded to both the mentor and the novice teacher for completion of Resource Modules. It is the decision of the school district how many hours of Professional Development are awarded. ADE's



recommendation is 2 hours of credit per completed module; however, if the NT and mentor can document additional time, the district may choose to apply more credit toward Professional Development.

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

Districts are required to assist in scheduling a regular monthly meeting 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. Pairs may also utilize ZOOM or some other interactive technology. In addition to the regular once-a-month meeting, the mentor is expected to be available on an “as needed” basis to assist the novice teacher as the need arises.



- **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, or 2 semesters. **Arkansas Professional Pathway to Educator Licensure (APPEL)** novice teachers and novice teachers with a **Professional Provisional Teaching License (PPTL)** will be mentored two (2) full school years, or 4 semesters.

Novice teachers in the **Masters of Arts in Teaching (MAT)** program are mentored for a minimum of one year or 2 semesters, and then for the duration of their MAT program, not to exceed two (2) school years or 4 semesters.