



ARKANSAS DEPARTMENT OF EDUCATION

TEACHER INDUCTION/MENTORING

Glossary

Arkansas Professional Pathway to Educator Licensure (APPEL) - the teacher training program administered by the Arkansas Department of Education, whose participants hold a minimum of a baccalaureate degree and are allowed to teach in an Arkansas school via a Provisional License.

Induction - the mentoring, support and accelerated professional development associated with first employment as the teacher-of-record in an Arkansas public school, other Arkansas agency, or organization requiring an Arkansas Teaching license, except where waived by law. Mentoring support is provided during the first one-to-three years in the classroom.

Novice Teacher - any licensed teacher-of-record with less than one year of classroom teaching experience in a public school, other Arkansas agency, or organization requiring an Arkansas Teaching license, except where waived by law. The classroom teaching experience does not include student internship or substitute teaching.

Mentor - a licensed teacher trained in the state-adopted mentoring model with a minimum of three years successful teaching experience under a provisional or standard license, except where waived by law. Mentors are assigned in their districts to assist a novice teacher by providing focused feedback with regard to instructional skills, classroom management, and professional behaviors.

Mentoring - support and focused feedback provided to a novice teacher by an experienced, certified mentor, with the goal of increased novice teacher retention, professional development, and enhancement of instructional skills and competency.

Project Director – the person designated at each school district who is responsible for mentor assignment, mentor stipends, record keeping, and reporting for all aspects of Induction/Mentoring for novice teachers and beginning administrators.

Provisional License - a license issued by the state, which allows one to teach in Arkansas public schools for up to two years, by which time the provisional license must be converted to a Standard License by completing an alternative route licensure program. The Provisional License is issued only in areas and levels of licensure as approved by the State Board of Education. Provisional licenses are issued to the following:

- Teachers who were prepared out-of-state, but did not license there



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- A provisional license for an out-of-state teacher is issued for one year
- **Arkansas Professional Pathway to Educator Licensure (APPEL)**
 - A provisional license for APPEL novice teachers is issued for two years
- **Masters of Arts in Teaching (MAT)**
 - A provisional license for MAT novice teachers is issued for the duration of the time the novice teacher is in the MAT program
- **Professional Provisional Teaching License (PPTL)**
 - A provisional license for PPTL novice teachers is issued for three years

Standard Teaching License - a five-year renewable license, issued by the state, which allows one to teach in Arkansas public schools. The Standard License is issued to:

- APPEL novice teachers who have successfully completed the state required mentoring induction
- MAT novice teachers who have successfully completed the MAT program
- PPTL novice teachers who have successfully completed the state required mentoring induction

Teacher-of-Record - an individual (or individuals in co-teaching assignments) who has been assigned the lead responsibility for a student's instruction in a subject/course with aligned performance measures.

Rev. 6.10.15