



NORTH COAST SCHOOL OF EDUCATION



INTERN SUPPORT AND SUPERVISION PROGRAM and PERMIT HOLDER PROGRAM

Dear Mentor,

Congratulations on being selected as a Mentor for the 2019-2020 school year. Your role and the support you provide to Interns is extremely valuable!

Mentors are the best of the best. They are exemplary educators specially selected to work with novice teachers. Mentors exude optimism and positive attitudes. Skills required of Mentors include effective communication and interpersonal skills, the ability to be reflective about the craft of teaching, and an understanding of the dimensions of teaching and learning as an ongoing process. They work well with adults and have knowledge of new teacher development, demonstrate commitment to personal professional growth and learning, and are willing to participate in professional training to acquire the knowledge and skills needed to be effective Mentors.

Mentors complete, and have on file with their District Coordinator and NCSOE, a Mentor Application. Intern Mentors and Permit Holder Mentors are *required* to complete an *Online Mentor Orientation*, attend the *NCSOE Orientation*, and attend *Mentor Academies* to assist them in their role. These trainings help Mentors become familiar with CTC and Program requirements and deepen their knowledge of research-based coaching and mentoring strategies, formative assessment processes including non-evaluative reflective conversations, and the *California Teacher Performance Expectations* (TPE). Mentors are invited to participate in the *optional* Profession Coaching and Mentoring Series (PCMS). The PCMS is for Mentors who wish to further develop their expertise in coaching and mentoring. (One unit of credit may be available through Humboldt State University for those Mentors completing the entire PCMS.)

Mentors are compensated for their time and expertise in a manner decided by each individual school district. The North Coast School of Education supports this compensation by sending funds for Mentor stipends DIRECTLY to the school district. If you are not sure of the details regarding your compensation, please talk to your District Coordinator.

The work of Mentors allows Interns to transition into a complex and challenging profession! Having a mentor and expert colleague supports this transition and provides opportunities for success, while simultaneously providing opportunities for professional growth. We sincerely thank you for your work and appreciate all you do!