



- Important and Time Sensitive

Campus Principals:

Learning new curricula, dealing with classroom management and discipline, differentiating instruction for students with special needs, using the latest instructional technologies, coordinating extracurricular/community activities and being accountable to their students, parents, principals, their school, and the district are just a few of the jobs that teachers do. These duties are difficult for the most experienced teacher to perform, so one wonders how first-year teachers survive, when they are expected to do this - by day one - without the benefit of experience!

The 2021-2022 HISD Teacher Mentor Program has been designed to help meet two specific goals when it comes to mentoring first-year teachers: 1.) Provide a support system to effectively assimilate first-year teachers to the school community at Hidalgo ISD; and, 2.) Provide first-year teachers with professional development and guidance that will enhance teaching performance and student achievement. Hidalgo ISD has committed resources to help support a Teacher Mentor Program that partners 1 first-year teacher with 1 experienced/effective teacher mentor. Together, we are confident that the Mentor/Mentee team will fulfill both program goals.

Mentor selection plays a critical role in the ultimate success of a Teacher Mentor Program. Campus Principals are asked to identify 1 experienced/effective teacher mentor and assign them to each of their first-year teachers (regardless of whether they are participating in a Teacher Preparation Program). Campus Principals should consider personality characteristics, work habits and skills that predict aptitude for good mentoring. Mentors should exhibit exemplary instructional practice and professional integrity.

Mentors are already busy in their professional role as classroom teachers, so Hidalgo ISD has recently approved a Mentor Stipend to help ensure that mentors are compensated for their time and effort. The overall role of the Mentor is to provide daily support, advice, and counsel to the first-year teacher helping him or her adjust to the demands of teaching. The specific responsibilities of the Mentor Teacher are:

- 1:1 Mentor/Mentee Ratio
- Mentor is selected by campus principal

- Complete a two (2) day certified mentor training at the Region One Education Service Center -TBA
- Mentor must formally meet with mentee a minimum of three (3) times per six weeks
- Mentor/Mentee team must do a co-teach lesson at least two (2) times per semester
- Mentee must observe the Mentor at least twice (2) per six weeks
- Mentor must keep a time and effort log of all meetings and activities related to the assignment
- \$700 stipend will be provided for Mentors who support a first-year teacher to the profession (\$350 - December and \$350 July)

Campus Principals should recruit, select, and register all Mentor Teachers for the mandatory certified Mentor Teacher training no later than Monday, September 14, 2021. Registration and Substitute fees will be taken care of by the Human Resource Department. Please have all selected Mentor Teachers register for the following workshop at the Region One Education Service Center.

Please contact me at EXT. 4431 or at sacavazos@hidalgo-isd.org should you have any questions.

Thank you for your hard work,