

Mentor Teacher Expectations

Professional Development

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| 1. | The mentor teacher continuously assesses mentees and their students' needs to support professional development's implementation. |
| 2. | The mentor teacher provides follow-up with mentees, e.g., observations, team teaching, and/or demonstration/model lessons that support/models how to implement the strategies and activities learned in cluster and to collect data regarding evidence of impact. |
| 3. | The mentor teacher is a resource, providing access to materials and research-based instructional methods to assigned mentees. |
| 4. | The mentor teacher works closely with cluster team members to plan instruction and assessments during cluster development time. |
| 5. | The mentor teacher agrees to provide a minimum of 45 minutes per week and 12 hours per semester of support to mentees. |
| 6. | The mentor teacher agrees to track all mentor/mentees activities, including the dates, times, and activities. |

Feedback/Coaching

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| 7. | The mentor teacher provides opportunities/support for the career teacher/mentee through team planning and team teaching. The mentor teacher serves as a resource for curriculum, assessment, instructional, and classroom management strategies and resources. |
| 8. | The mentor teacher seeks opportunities to model effective practices and uses the model to follow up and coach mentees. The mentor teacher provides specific evidence and real-time feedback during classroom these observations. |
| 9. | The mentor teacher guides and coaches career teachers/mentees in the development of their IGP and refinement areas, and builds productive relationships with all mentees. |

Instructional Facilitation

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| 10. | The mentor teacher ensures that instructional planning follows district planning protocols and that mentees understand and use planning resources, e.g., TEKS Resource System, Lead4Ward, etc. |
| 11. | The mentor teacher works with mentees to analyze and use multiple forms of data to drive instruction. |
| 12. | The mentor teacher works with mentees to develop and incorporate strategies that promote student engagement and growth both face-to-face and virtual environments. |
| 13. | The mentor teacher assists mentees with transferring face-to-face lessons to virtual lessons by incorporating best practices for virtual instruction and the most appropriate delivery platforms. |
| 14. | The mentor teacher assists mentees in understanding how to develop student learning plans (SLPs) for all remote learners with expected levels of rigor. |

School and Community Involvement	
15.	The mentor teacher actively supports district and school activities and events.
School Responsibilities	
16.	The mentor teacher participates in and supports data analysis and tracking to isolate student, grade level/department, and school strengths and needs; leads and co-leads discussions and actions for improvement.
17.	The mentor teacher accepts leadership responsibilities, is an active member of the SALT, and builds productive relationships with staff.
18.	The mentor teacher communicates and reflects the vision and decisions of the district and campus leadership teams. The district's mantra about "One Team, One Voice" is understood and modeled.
19.	The mentor teacher participates in TSI and ongoing follow up to develop the school priorities, and to plan and provide ongoing monitoring of progress towards the goals in this plan.
20.	The mentor teacher supports the campus leadership team with strategic planning, maximizing learning time, and monitoring the impact of resources on school goals and outcomes.
Growing and Developing Professionally	
21.	The mentor teacher develops an individual growth plan for new learning based on analysis of school improvement plans and goals, self-assessment results, and feedback/input from the principal, including specific expertise with virtual learning.
22.	The mentor teacher selects targeted content knowledge and pedagogical skills to enhance and improve his/her knowledge, proficiency, and impact on teacher and student growth and development.
23.	The mentor agrees to participating in mentor and induction training that is presented by the district for all mentors and/or mentees.
Reflecting on Teaching	
24.	The mentor teacher makes thoughtful and accurate assessments of his/her effectiveness in supporting and developing mentees.
25.	The mentor teacher provides specific actions to improve one's roles and responsibilities.
26.	The mentor teacher will maintain an overall evaluation rating of 3.5 or higher and three (3) years of credible teaching experience.