

Induction's Impact on Veteran Teachers

- Expanded repertoire of teaching strategies
- Increased sense of professional efficacy
- Broader perspective on teaching and learning
- Greater likelihood to emerge in leadership roles
- Increased appreciation for collaboration and reflective practice
- Heightened commitment to teaching profession
- Renewed professional vigor

The mission of the School District of West Allis - West Milwaukee, et al, in partnership with family and community, is to provide challenging curriculum and engaging instruction so that every student may attain academic success.



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West Allis-West Milwaukee Public Schools



New Teacher Mentoring Program

Why are mentors so important?

It is widely understood that collegial nurturing by experienced professionals can enhance the instructional skills of new teachers. As a mentor you will be able to help our teachers:

- Implement effective classroom leadership strategies.
- Regularly use proven and research based instructional techniques.
- Develop appropriate relationships with their students, as well as with their colleagues.
- Establish positive communication with the parents of their students.

The time that you spend with a new teacher will significantly impact that person's professional life, as well as the thousands of students that they'll teach during their career.



Great mentoring programs can influence new teacher effectiveness (student achievement), retention rates and professional satisfaction rates for both mentors and beginning teachers.



What are the basic qualifications to be a mentor in West Allis West Milwaukee?

At least five (5) years of high quality teaching experience

Continually updating your own instructional skills

Able to serve as an effective positive professional role model

Skilled in instructional strategies and focused on student success

An effective communicator and possess strong interpersonal skills.

Formal mentor training in the form of Cardinal Stritch University SEWNTTP "Instructional Mentoring" or an equivalent training

Principal recommendation



What are the responsibilities of a New Teacher mentor?

Maintain and build your mentoring skills.

Attend one day of new teacher orientation with your mentors, August 19, 2009 and five (5) after school support seminars after school throughout year one. (1 unit)

Meet weekly with the new teacher(s) you are mentoring and use the district mentoring materials as guidelines for your work (2 units)

Maintain a mentoring relationship with your new teacher(s) throughout his/her second year meeting as needed (1 unit)



How are mentors compensated?

Mentors can earn up to four professional development units for mentoring a new teacher through to the end of their second year.

A one hundred dollar stipend per year and curriculum pay for the five (5) support seminars is available for teachers in lieu of units.

Professional gratification and invigoration of your professional life guaranteed.

Secondary mentors may request mentoring as their duty assignment. Granting of that assignment is based on school program needs.