

**POLICY 5115: MENTOR TEACHER PROGRAM**

Bainbridge Island School District is committed to providing a high quality "Mentor Program" for all newly hired beginning teachers.

Beginning teachers are defined as any certificated instructional staff member with 90 or fewer days of classroom teaching experience in either a public or private school, in any grade kindergarten through 12, and who is employed by the district primarily as a classroom teacher for a duration of 90 consecutive days or more.

The Assistant Superintendent for Instructional Services shall be responsible for the development of specific administrative procedures designed to ensure that all beginning teachers are provided with a teacher support plan, including the assignment of a mentor teacher as soon as possible but no later than 30 days following their first contract day, as a part of the new teacher orientation program.

The mentor teacher is a key component in the beginning teacher support plan. The mentor is expected to establish a specific ongoing meeting schedule with the beginning teacher, and to be the primary day-to-day support person for that teacher. The beginning teacher's principal is responsible for monitoring plan development and implementation, and for the evaluation of the individual teacher support plan.