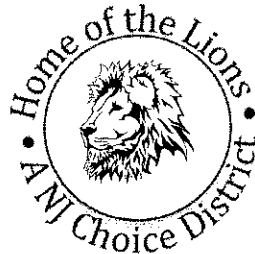


Franklin Township School

Mentoring Plan

Effective July 1, 2014





Franklin Township School District New Teacher Mentoring

The Franklin Township Board of Education will provide a comprehensive new-teacher mentoring program that will, at a minimum, include the following elements:

A comprehensive orientation to the district for all new first-year teachers;

4-Weekly minimum mentoring meetings required during the critical first weeks of employment; documented by log.

Monthly mentee/mentor support meetings for novice teachers chaired by school supervisor; documented attendance by log.

Comprehensive training teachers serving as 1-1 mentors at initial school inservice;

All contact time between the 1-1 mentor and the novice provisional teacher shall be documented by log.

All mentor payments to be handled by the district's administrative office;

Chief school administrator (CSA) is responsible for district mentoring plan development and revisions;

Plan to be shared with the district board of education for review of fiscal impacts, and approval;

CSA to submit an annual Statement of Assurance to the Department that the district is meeting the requirements for the mentoring program

The three required formative and summative evaluations of the novice provisional teacher shall align with required observations through Achieve NJ.



Plan Elements

District Name	Superintendent Name	Plan Begin/End Dates
Franklin Township Board of Education	Dr. Carol A. Fredericks	July 1, 2014- June 30, 2015

1: Professional Learning (PL) Goals

PL Goal No.	Goals	Identified Group	Rationale/Sources of Evidence
1	Provide Comprehensive Induction to district policies	All new teachers	Orientation Agenda
2	Provide Individualized teacher supports and activities	All new teachers	Monthly Meeting agendas and notes
3	Provide 1-1 mentoring services	All new teachers	Mentoring meeting log and notes

2: Professional Learning Activities

PL Goal No	Initial Activities	Follow-up Activities (as appropriate)
1	Attend Teacher Induction and Orientation	Meet with Supervisor to discuss understanding and explore questions
2	Attend monthly New Teacher Support Meeting	Meet with Supervisor to discuss understanding and explore strategies
3	Meet 1-1 with personal mentor	Meet with Supervisor to monthly to report on progress

3: PD Required by Statute or Regulation

Attend Training in Danielson Rubric: Teachscape tutorials and in-person training	State-mandated PD Activities

4: Resources and Justification

Teachscape software; in-person professional services providers and support personnel	Resources
Justification	Justification

Signature: _____

Carol A. Fredericks

Superintendent Signature

7-1-14

Date



NEW JERSEY DEPARTMENT OF EDUCATION DISTRICT MENTORING PLAN STATEMENT OF ASSURANCE

Please complete and return this two-page form to the County Office of Education by July 1 for the school year beginning the following September.

SCHOOL DISTRICT Franklin Township

COUNTY Hunterdon

ADDRESS 226 Quakertown Road

PO Box 368

CITY/TOWN Quakertown ZIP 08868

CHIEF SCHOOL ADMINISTRATOR Dr. Carol A. Fredericks

PHONE 908-735-7929 E-MAIL cfredericks@ftschoo.org



This mentoring plan will be in effect during the school year beginning July 1, 2014.

The district mentoring plan has been developed in accordance with all mentoring program regulations for non-tenured teachers in their first year of employment, as specified in N.J.A.C. 6A:9-8.4, including, but not limited to, the following:

All non-tenured teachers in their first year of employment receive a comprehensive induction to school district policies and procedures.

All non-tenured teachers in their first year of employment receive individualized supports and activities.

All provisional teachers (holding a Certificate of Eligibility or Certificate of Eligibility with Advanced Standing) have a one-one mentor upon beginning their contracted teaching assignment.

All provisional teachers (holding a Certificate of Eligibility or Certificate of Eligibility with Advanced Standing) participate in a one-year mentoring program.

Each mentor teacher holds a teacher certification, has at least three years of experience and has taught full-time for at least two years within the last five years.

The mentor teacher does not serve as their mentee's direct supervisor nor conduct evaluations of teachers.

Each mentor teacher demonstrates a record of success in the classroom, according to the stipulations in N.J.A.C. 6A:9-8.4(e)4 regarding summative evaluation ratings.*

Each mentor teacher completes a comprehensive mentor training program that includes, at a minimum, training on the school district's teaching evaluation rubric and practice instrument,* the N.J. Professional Standards for Teachers, the Common Core State Standards, classroom observation skills, facilitating adult learning and leading reflective conversations about teaching practice.

The district mentoring plan has been submitted to the district board of education for review of fiscal impact.

The district mentoring plan has been shared with each school improvement panel.

Mentoring time is logged and mentor payments are handled through the district office.

By signing below, you are attesting to the accuracy of this document.

Carol A. Fredericks

Signature, Chief School Administrator

Carol A. Fredericks

Printed Name

Franklin Township

District Name

7/1/14

Date

*Charter schools may use their own system of teacher evaluation.