

HARDY COUNTY SCHOOLS
BEGINNING TEACHER/ADMINISTRATOR
MENTOR POLICY

The purpose of the Hardy County Schools Beginning Teacher/Administrator Mentor Program is to facilitate the growth of the beginning teacher/administrator toward the highest levels of professional and personal development. Helping these individuals acquire knowledge and develop skills and attitudes necessary to provide high quality instruction can attain this goal. Utilizing the collaborative efforts of a team consisting of the principal, beginning teacher/administrator, mentor, and a staff development consultant (if needed) we can help resolve problems new teachers and administrators experience during the initial years in education which may lead to negative attitudes, poor instructional performance, and departure from the teaching profession.

Business and industry has long used a mentor system to develop their work force to its fullest potential. The education system has recently adopted this concept. In 1991, the W V Legislature passed a law which led to the development of W V Board of Education Policy 5900 dealing specifically with Beginning Teacher/Mentor programs. In 1995, the Beginning Principal Internship Program was also instituted.

The primary goal of the Hardy County Schools Teacher/Administrator Mentor Program is to help teachers/administrators develop to their highest potential. Research indicates that the use of mentor programs can solve or reduce the problems faced by new teachers, improve the quality of instruction, and help us to retain promising teachers and administrators which should lead to higher student achievement.

Hardy County Schools will follow the guidelines outlined in both W V State Board of Education Policies 5899 and 5900 to implement a comprehensive Mentor Program for its new professional staff.

The specifics of this program are outlined in the Procedural Manual for the Hardy County Schools Beginning Teacher/Administrator Mentor Program. Mentors will be selected from professional staff and will receive an approved stipend. All mentors must be trained through the W V Center for Professional Development.

SOURCE: Board of Education Minutes

DATE: January 10, 2000 – June 18, 2001

LEGAL REFERENCE: W V Code §18A-3-2b, W V State Board Policy 5900, W V Code §18A-3-2c, W V State Board Policy 5899, Hardy County Policy GBI-Performance Evaluation of Classroom Teachers and Administrators

