**Thread:** Professional

**Subgroup:** Group

**Foci:** Team (1st yr teachers)

**Program Title:** New Teacher Mentoring

**Contact Person/Office:** Leslie Gould

**Program Description:** The new teacher mentor, through individual conferences, classroom observations, and group meetings, creates a collaborative relationship with each new teacher and is dedicated to bringing 1st-year teachers into the Bellarmine community and improving student learning in the new teacher’s classroom.

**Rationale:** Too often new teachers feel isolated in their new professional environment. A mentor offers support, creates challenges, and facilitates the development of a professional vision as career Ignatian educators for all new teachers.

**Leadership:** New teacher mentor works with the principal to create and evaluate the program.

**Implementation:** New teacher mentor and principal

**Processes and Resources:** Works with Provincial Assistant for secondary schools in linking the first year mentoring with the second year teachers’ retreat.

**Finances:** New teacher mentor stipend

**Rewards:** New teachers feel welcomed and supported; improved student learning in new teachers’ classrooms

**Time (When/Length):** New teacher mentor observes new teachers once each quarter throughout first year; monthly meetings for all new teachers; individual conferences as needed

**Location (Space):** The Bellarmine campus

**Accountability/Assessment:** New teacher mentor meets with principal 2-3 times a year to share observations of new teachers and discuss the direction and impact of mentoring program.