

Sparta Area School District

Article 360- Teacher Mentoring

Teachers entering the District as Initial Educators shall be assigned a Professional or Master Educator as a mentor as required by Wisconsin PI 34.

A joint Mentor Committee composed of four (4) teachers selected by the SEA, three (3) members appointed by the District Administrator, and the Mentor Coordinator will be responsible for the selection of mentors and matching the mentor with the mentee. The Mentor Committee will attempt to match the initial educator with a mentor located in close proximity and having a similar teaching assignment.

The following criteria shall apply to mentor selection:

1. Mentors must be a SEA member with a minimum of three (3) years of successful teaching experience in the District and holding a professional or master license. If no SEA member is available, a recently retired or other appropriately licensed teacher outside of the bargaining unit will be sought.
2. Mentors assigned to initial educators shall be appointed for two years, with an opt out after one (1) year by mutual agreement between the Mentor Coordinator and the mentor. Mentors assigned to experienced educators new to the Sparta Area School District shall be appointed for one year.
3. Mentors of initial educators must complete a District approved mentoring workshop or course.

Mentors will have the following requirements and responsibilities:

1. Mentors must adhere to the duties and responsibilities outlined in the Sparta Area School District Mentoring Program Guide and related Board policies.
2. Mentors will not evaluate any member of the SEA or any other employee of the District.
3. Mentors shall not be required to testify or provide information on behalf of the District against the mentee in regards to job performance.

Mentor training shall be provided and paid for by the District. Mentors will be paid a stipend as outlined in Article IX of the negotiated agreement.

Either the mentor or mentee may request to be removed from the mentoring partnership. There shall be no recriminations once the request is made. A new mentor will be assigned. The mentor stipend will be prorated based upon the percentage of responsibilities completed by the mentor.

Legal Reference:

Cross Reference:

Approved: February 24, 2004

Revised: