

## Organization: Education Service Center, Region 1



### Program Name

Mentoring and Coaching Academy

### Contact

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### Mentor Training Description

Mentors are a critical component of a systemic induction plan to retain new teachers and increase the quality and commitment of all educators. The Region One Mentoring and Coaching Academy is a customized learning series for districts looking to build mentor teacher and administrator capacity in supporting and growing new educators. Through research-based professional development, ongoing reflection, collaboration, planning, and practice, mentors gain the knowledge, skills, and resources essential to providing high quality support, so beginning teachers and their students have the opportunity to be successful. By using the best mentor practices outlined in TEC 21.458 and mentor practice standards from the New Teacher Center, participants develop a strong leadership role, learn critical mentor responsibilities, develop effective adult partnerships, practice effective coaching cycles, acquire strategies for leading effective data meetings, support the beginning teacher in writing objective driven daily lesson plans and creating positive equitable learning environments. Effective mentoring and coaching require a unique skill set and this academy provides teacher mentors and administrators the content, process and context for creating a system of support to assist the beginning educator. In addition, mentors will have ongoing support through monthly collaboration sessions. This series of professional development is intended to support local education agencies with retaining, supporting, and growing highly effective educators.

### Long-Term Partnership

As mentor teachers grow and develop, Region One Education Service Center will continue to offer differentiated, ongoing support beyond the year one academy. Mentor teachers will have the opportunity to participate in more extensive training focused on growing beginning educators in instructional effectiveness through coaching and feedback. In addition, targeted support will be provided through one-to-one coaching of mentors and administrators who support beginning teachers: mentoring the mentors.