

Induction, Certification, and Mentoring for New Staff at BSD

We have two types of mentoring programs for new staff members in BSD:

Induction Mentors (for all new teachers/professional staff who are NEW TO BRUNSWICK)

Certification Mentors (for all teachers/professional staff who do not yet hold a "PROFESSIONAL" certificate and have outstanding requirements in order to be awarded a Professional Certificate.

Professional Certificate – Awarded to educators and other professional staff members once they have completed all requirements for professional certification according to DOE.

Conditional Certificate – An interim certification for people who still have outstanding requirements to complete before a PROFESSIONAL certificate can be issued by DOE.

Provisional Certificate – Soon to be a thing of the past, this 2-year, pre-professional certification status used to be granted to new teachers who had completed everything for professional certification, but required them to work with certification mentors in each district who would document evidence of the provisionally certified staff member's competence in each of the DOE standards for professional educators. Chapter 115 was recently changed, eliminating the 2-year provisional certification status, so that once requirements for certification have been completed, the educator receives a professional certificate (no longer requiring a certification mentor for the first two years of one's career).

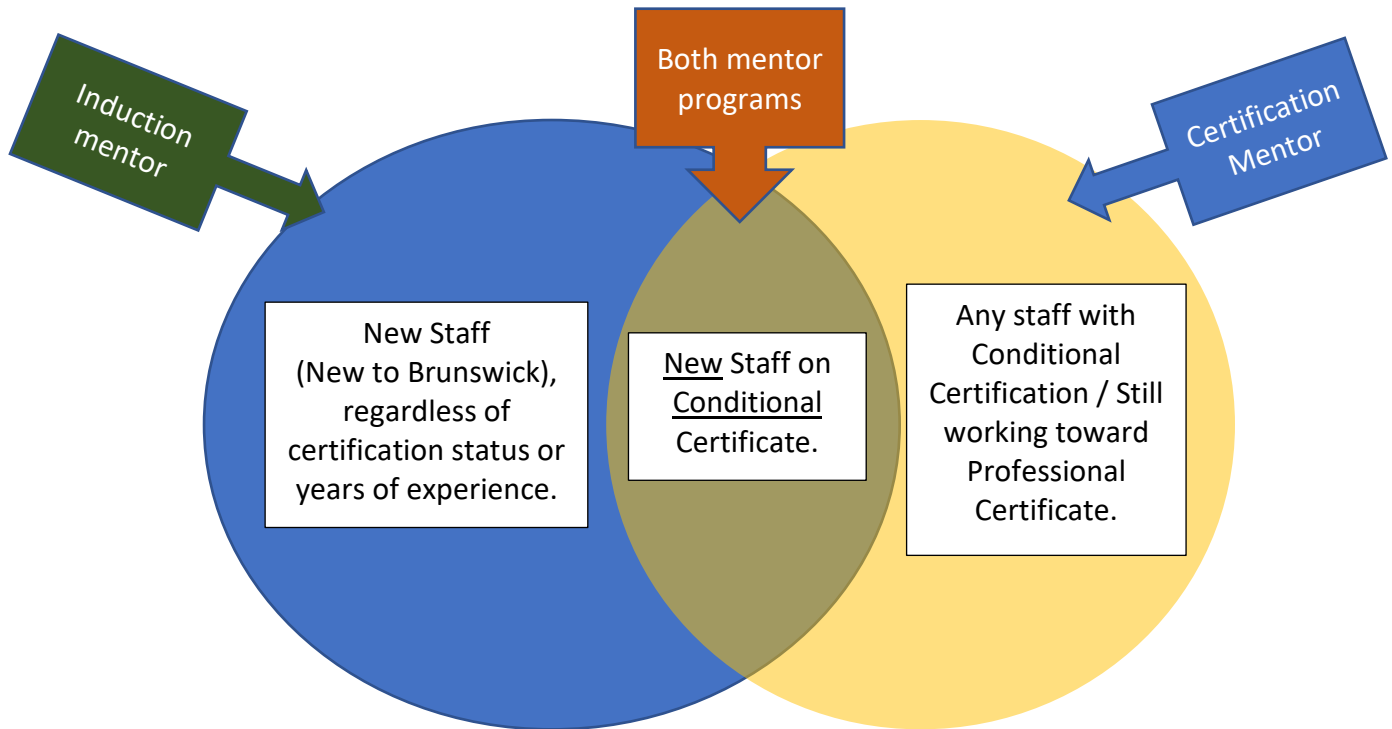
Probationary Teachers – This has nothing to do with certification or DOE; it is an entry-level status for all newly hired teachers/professional staff members, requiring specific supervision/evaluation processes as described in our PEPG plan/TeachPoint. (Included definition here only because people seem to confuse this with "provisional certification" – but it's completely unrelated).

Induction Mentor Program – This is a requirement for all teachers/professional staff members who are new to Brunswick, irrespective of certification type or years of experience. The goals of Induction Mentor Program include: job satisfaction, new teacher retention, positive school climate/culture, differentiated support based on self-identified needs and interests of new staff members. Qualifications for Induction Mentors: must hold a professional certification and have a minimum of "effective" rating on most recent evaluation. Mentoring matches must be approved by building principals. Activities for Induction Mentoring: individually determined by mentoring pair and may include: logistical support; integration into the school social and professional culture; offering "ladders" to leadership and committee work; peer-to-peer classroom observations and collegial feedback (two informal walkthroughs or observations are required, but are planned by new teacher for individual purposes – this is entirely separate from supervision/evaluation/certification – the goal is to foster collegial peer support); and/or other activities as desired. Compensation: \$500 stipend per year for Induction Mentors. *pro-rated for mentoring part-time new staff.

Certification Mentor Program – This is required for all staff who hold a CONDITIONAL certification and who have outstanding requirements to complete in order to earn a PROFESSIONAL certificate. The goals and activities of the CERTIFICATION MENTORING program include: peer support for developing and following an action plan for completing DEO certification requirements; documenting and signing off on competence in the standards for

professional educators; keeping conditionally certified staff members informed and on track with respect to their individual trajectories toward professional certification.

Qualifications for Certification Mentors: PLCSS training and refresher course completion; matches must be approved by PLCSS team and building principals. Compensation: \$1000 stipend per year for Certification Mentors *pro-rated for part time conditionally certified staff.



Induction Mentor Program	Certification Mentor Program
<ul style="list-style-type: none"> ✓ All teachers/professional staff new to BSD ✓ Mentors need to be professionally certified and have an “effective” rating or higher ✓ Matches should be “natural fits” & approved by building principals ✓ Activities are individually determined ✓ Goals include: job satisfaction; teacher retention; general support for new staff ✓ Includes 2 collegial peer-to-peer observations (to be planned by new staff for any purpose they choose) 	<ul style="list-style-type: none"> ✓ All teachers on conditional certificates ✓ Mentors must have completed PLCSS training and refresher ✓ Matches should be appropriate fits & approved by PLCSS team and building principals ✓ Activities are determined by DOE requirements, teacher action plans, and DOE standards for educators ✓ Includes both formal and informal classroom observations / documentation of standards and other requirements for professional certification.
<p>Neither mentoring program is connected in any way with supervision/evaluation!!!</p>	