



## **Mentoring Program Overview**

The San Felipe Del Rio Consolidated Independent School District (SFDR) Human Resources Department is committed to providing all first-year teachers with trained, experienced mentor teachers to guide and support them as they begin their teaching careers. The purpose of the Novice Teacher Support System (NTSS) Mentoring Program is to provide mentors with the knowledge, resources, and skills to facilitating the professional growth of novice teachers.

Research suggests that the attrition rate in Texas for novice teachers without a strong mentor is as high as 32%. Teachers without a strong mentoring system will leave the teaching profession within 5 years. A strong mentoring program that combines campus-based and district-level support is the most effective method by which SFDR can reduce teacher attrition and improve student achievement.

SFDR will provide all first year novice teachers a trained “Mentor” who will work with them on a regularly scheduled, mutually collaborative basis to provide the needed feedback and support for a successful academic year. Mentors must have at least 3 to 5 years of successful teaching experience.

Teachers with experience, but new to SFDR or campus, will be assigned a teacher leader/ department chair by their campus administrator. Teacher leaders/department chairs will serve as support liaisons and provide the new employee with information, guidance and support as they navigate through their new campus or school district.

The SFDR Curriculum and Instruction Department will work collaboratively with campus administration to ensure the success of the Novice Teacher Support System. Continuous staff development will be provided to all district teachers participating in the Mentoring Program throughout the school year.

The SFDR Human Resources Department in conjunction with the Curriculum and Instruction Department will implement the Novice Teacher Support System throughout the district.