

Front-End Mentoring for First-Year Non-Traditional Novice Teachers

The Office of Teacher Quality endeavors to give novice teachers support that is meaningful and relevant. In doing this, beginning with the 2008-2009 school year, first-year NTL novice teachers will be given added mentoring support via Front-End Mentoring. The guide these NTL teacher/Mentor pairs will work through together can be downloaded and printed at http://arkansased.org/teachers/pdf/im_FEMguide.pdf . The end result will be a resource for the NTL novice teacher to use throughout the induction period. Mentors who are assigned to a first year NTL teacher and complete the Front-End Mentoring requirements will be paid an additional \$200.

All Project Directors are to ensure that these first year NTL teacher/mentor pairs receive a copy of the Front-End Mentoring guide (http://arkansased.org/pdf/teachers/pdf/im_FEMguide.pdf). It is recommended that the guide be put in a binder for easy access. The activities in the guide are to be completed by the sixth week of school. It is important when completing the pairing form that first year NTL teachers are indicated as such. An additional column for this category has been added to the Pairing Form. Also, a line has been added to the End of the Year Budget form to account for the additional \$200.

Later in the school year, the guides are to be collected by the Project Director for the Pathwise Monitor to examine. Once monitoring has been completed, the guides are to be returned to the NTL teacher.

Beginning in July, 2008, Pathwise trainers will include this information in their mentor training and recalibrations. A sample of the guide will be included in the Mentor Training manual.