

## **GCHA—Mentor Teachers**

### **Guidelines**

The Administrator shall develop guidelines for selecting mentors to work with probationary teachers. Educators selected as mentors should be those who model outstanding skills and school leadership as appropriate, and who have demonstrated exemplary skills under the School's performance standards. Those who are selected as mentors should work well with adults, be sensitive to the viewpoint of others, and demonstrate interpersonal and public relations skills.

The Administrator should encourage effective, experienced educators to take advantage of the mentoring program as a staff development opportunity.

To the extent possible, the assignment of mentors shall provide that the mentor is closely matched to the provisional employee in terms of academic preparation and assignment and be located, when possible, in close proximity to the new employee.

### **Probationary Employees**

Although a probationary employee receives support through a mentoring program, this process is not part of or reflected in that employee's evaluation. The Administrator shall be responsible for the selection of the mentor.

### **Expectation of Extra-Duty**

Mentors shall be offered a supplemental contract in reflecting the additional time and responsibilities to be fulfilled before, during, and after school that are required to ensure the successful induction of the provisional teacher into his/her career.