

Alabama Teacher Mentoring (ATM) Program

Guidelines for the Alabama Teacher Mentoring Program

The purpose of the ATM program is to identify and provide support for new teachers in all schools, especially those in hard to staff schools, and to reduce turnover. More importantly, to provide a "helping hand" so that beginning teachers develop into effective teachers —as soon as possible.

1.) Each new teacher with no prior teaching experience will receive mentoring for a minimum of one year.

*For purposes of this program, "no prior experience" include teachers who are:

- a.) A first year teacher with no prior teaching experience.
- b.) A teacher who taught during the previous year but has taught less than a full semester in his/her own classroom.
- c.) A teacher who has only taught in a substitute capacity in multiple classrooms or in the same classroom for less than a semester.

*For purposes of this program, "no prior experience" exclude teachers who are:

- a.) New to the school system but have previously taught in another school system(s) or another state(s) for a full semester or more.
- b.) Have previously taught in a private school setting for a full semester or more.

2.) Mentors must have 5 years of successful teaching experience.

3.) Mentors must be chosen by a committee comprised of teachers and administrators.

4.) Teachers will mentor new teachers on a one-to-one basis. Mentors shall advise and offer instructional counseling to the new teacher.

5.) Mentors must complete mentor training.

6.) Mentors and mentees should strive for an average of 2.5 hours of contact time during each week of the school year.