

## **MENTOR REQUIREMENTS**

Each year, the BT is assigned a mentor. In accordance with HB 1030, Section 8.32(f), GS § 115C-296(e) all local boards are expected to have a mentor program to provide ongoing support for new teachers entering the profession. Their programs must follow the following guidelines:

- i. Local Mentor Assignment/Guidelines should be in accordance with expectations outlined in GS 115C-296e, HB 1030, Section 8.32(f), GS 115C-296.11, and SBE Policy).
- ii. LEAs shall select excellent, experienced, and qualified teachers to serve as mentors.
  1. Mentor teachers must be rated at least at the “accomplished” level on the North Carolina Educator Effectiveness System (NCEES). For the purposes of this policy, “accomplished” means a teacher has received ratings of accomplished or higher on three of the five standards to include Standard 4 on the most recent summative evaluation, or on Standard 4 for teachers on an Abbreviated Evaluation.
  2. Mentor teachers must have met expectations for student growth. For the purposes of this policy, meeting growth shall be defined as meeting growth in any course or subject area through the State, or SBE approved local growth model. LEAs may also use composite growth ratings for determining mentor eligibility.
  3. LEAs may use the most recently available evaluation and/or growth data available for teachers who lack evaluation and/or growth data from the prior year. Teachers without evaluation and/or growth data for two or more consecutive years shall not be eligible to serve as mentor teachers.
  4. Teachers for whom a State or SBE-approved local growth model does not exist may be deemed eligible to serve as a mentor teacher provided all other mentor requirements are met.
  5. Any teacher who is assigned to be a mentor to a beginning teacher must meet eligibility requirements in the year of the assignment. Once an eligible mentor has been assigned to a beginning teacher, the teacher may continue to serve as that beginning teacher’s mentor throughout the BTSP, regardless of any change to the mentor teacher’s evaluation status.