

#### **16 NCAC 06C .0384 MENTOR PROGRAM REQUIREMENTS**

- (a) All local boards shall have a mentor program to provide ongoing support for new teachers entering the profession.
- (b) Public school units shall select qualified teachers to serve as mentors using the North Carolina Professional Teaching Standards and North Carolina Educator Evaluation System to evaluate teachers unless the public school unit develops an alternative evaluation system that measures teacher performance on standards and criteria similar to those in the North Carolina Professional Teaching Standards and North Carolina Educator Evaluation System.
- (c) For the purposes of mentor selection outlined in G.S. 115C-300.1(c), public school units may use the most recently available evaluation for teachers who lack an evaluation from the prior year. Teachers without evaluation data for two or more consecutive years shall not be eligible to serve as mentor teachers, unless the mentor is a retired teacher.
- (d) Any teacher who is assigned to be a mentor to a beginning teacher shall continuously meet eligibility requirements outlined in G.S. 115C-300.1(c).
- (e) Mentor assignments and guidelines shall comply with the following expectations:
  - (1) mentor selection criteria shall include input from educators, parents, educator preparation program faculty, education nonprofits;
  - (2) mentor selection criteria are articulated by program Leadership;
  - (3) the process for mentor application and selection is publicly displayed;
  - (4) mentors support beginning teacher orientation and provide logistical and emotional support;
  - (5) mentors focus their primary support on improving instruction and learning;
  - (6) Mentors provide ongoing support and encouragement for the beginning teacher;
  - (7) mentors receive initial training regarding their role as mentors and their responsibilities in the induction program;
  - (8) mentors receive ongoing training to advance their knowledge and skills; and
  - (9) mentors have opportunities to participate in professional learning communities of mentoring practice.

*History Note: Authority G.S. 115C-12; 115C-268.1; 115C-268.5; 115C-270.5; 115C-300.1; 115C-333.1; Eff. October 1, 2020.*