



Building Partnerships for Tomorrow

Union County Educational Services Commission

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UCESC Mentoring Plan Mentoring Contract

Union County Educational Services Commission recognizes that teacher effectiveness has a profound impact on student achievement. It is our strong belief that lessons learned during the first years in the classroom shape the future performance of novice teachers. This contract establishes a collaborative team of administrators and educators to ensure that the novice teacher receives the individualized support, collegial conversations, professional development, supervision, evaluation, and feedback needed to ensure a positive and successful adjustment.

The mentor and the novice teacher hereby agree:

- To develop a professional and collegial working relationship by discussion of expectations and by arriving at a mutual understanding about how to work together effectively
- To keep confidential all discussions related to the mentoring process

The mentor hereby agrees:

- To develop an individual plan of support based upon the recognition of the professional training, background, experiences, and expressed needs of the novice teacher.
- To provide the novice teacher with feedback, coaching, and support based on regularly scheduled weekly meetings and classroom observations.
- To remain available for informal support and consultation.

The novice teacher hereby agrees:

- To observe and model the instructional practices demonstrated by the mentor teacher.
- To remain receptive and follow through on the recommendations of the mentor teacher.
- To seek out the mentor for guidance regarding any questions or issues that may arise.

The principal hereby agrees:

- To observe and evaluate the novice teacher in accordance with N.J.A.C.6A:9-8.6.
- To provide support to both the mentor and novice teacher.
- To refrain from soliciting evaluative comments from the mentor regarding the novice teacher.
- To ensure that all involved parties follow all New Jersey regulations for mentoring aligned with the NJ Professional Standards for Teachers and the approved district mentoring plan.

Mentor Teacher's Signature

Date

Novice Teacher's Signature

Date

Principal's Signature

Date