***Diocese of Wilmington***

***Mentoring Program – Year 2***

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**Program Goals**

* The Professional Mentoring Program provides new educators with professional and personal support as they develop essential knowledge, skills, and experiences that will result in high-quality education for students.
* The Professional Mentoring Program ensures that educators who are seeking licensure/certification in Delaware fulfill all state requirements for attaining a Continuing License. Completion of the mentoring program is one of a number of Delaware state requirements for a Continuing License in Delaware.

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**Who is required to complete the Professional Mentoring Program?**

* A four-year program will be required for all teachers (full or part-time) who have fewer than two years of full-time teaching experience.
* Regardless of the years of experience a teacher may have, Delaware requires new teachers in the state to participate in a minimum of one year of mentoring to attain a Continuing License. This will typically be Year 4 of the Professional Mentoring Program.
* Mentoring requirements for teachers who hold current out-of-state licenses /certifications will be determined on a case-by-case basis.

**Program Overview**

Collaborative Professional Learning Sessions on:

* Classroom Environment
* Planning and Preparation
* Instruction
* Assessment
* Data Analysis and Use

**Requirements**

* Participate in an orientation session and three after-school meetings
* Meet regularly (at least monthly) in face-to-face discussions with school-appointed mentor (Mentee Log)
* Complete follow-up (Discussion Log) after each of two observations completed by mentor or Superintendent
* Observe a veteran educator (teacher of five or more years) in a school other than one’s own and complete follow-up (Reflection)
* Participate in the Diocesan Profession Development Day (Certificate)
* Identify in a brief reflection one or two areas that will guide the focus for Year 3 mentoring (Focus Paper)
* Submit a portfolio
* Meet with the Superintendent for a portfolio review and wrap-up meeting