***Diocese of Wilmington***

***Mentoring Program – Year 1***

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**Program Goals**

* The Professional Mentoring Program provides new teachers, counselors, or librarians in the Diocese of Wilmington with professional and personal support as they develop essential knowledge, skills, and experiences that will result in high-quality education for students. A new teacher, counselor, or librarian is a full-time or part-time educator with fewer than two years of full-time teaching experience.
* 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.

**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 and no active educator licensure/certification.
* 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.
* All teachers who hold a Professional Eligibility Certificate (PEC) in MD but have less than two years of full-time teaching.
* Mentoring requirements for teachers who hold current out-of-state licenses/ certifications will be determined on a case-by-case basis.

**Program Overview**

Year 1 of the Professional Mentoring Program includes:

* Orientation to the Diocese of Wilmington and Specific School
* Professional Learning Sessions on:
  + Classroom Environment/Management
  + Planning and Preparation
  + Assessment
  + Data Analysis and Use

**Requirements**

Year 1 requires new teachers, counselors, and librarians to

* Participate in New Teacher Orientation at both the diocesan and school levels.
* Participate in two Initial Faith Formation sessions.
* Participate in five after-school professional learning sessions.
* Meet twice monthly from October through April with school-appointed mentor (Mentee Log).
* Complete follow-up (Discussion Log) after each of two observations completed by the mentor.
* Observe two veteran educators with three or more years of experience and complete follow-up (Reflection).
* Participate in the diocesan Professional Development Day (Certificate).
* Participate in a school or personal professional development program.
* Submit a portfolio.
* Meet with the Superintendent for a portfolio review.

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