

County: _____ Coordinator's Name _____

Establishing Goals to Improve Program Effectiveness

<i>Mentor Roles and Responsibilities</i>	Establishing	Applying	Integrating	Innovating
<p>Program leaders engage mentors in a system of ongoing assessment for growth and accountability</p>	<p>Program leaders provide a method for mentors to document their activities with beginning teachers.</p>	<p>Program leaders clearly define expectations for formative evidence of mentor activities with beginning teachers. Program leaders support mentors to meet expectations for evidence and encourage informal networking and reflection between mentors regarding results to improve mentor effectiveness.</p>	<p>Program leaders collaborate with district administrators, principals, and mentors to review, monitor and share formative and summative evidence of mentor practice as per defined expectations. Program leaders support mentors to gather evidence, provide opportunities to reflect on results using mentoring standards, and to network in a learning community of mentors to improve practice.</p>	<p>Program leaders, district administrators, principals and mentors integrate an ongoing systematic of gathering formative and summative evidence and purposeful communication regarding mentor activities to improve mentor effectiveness, beginning teacher practice, and student learning. Program leaders establish formal structures for mentors to build professional community, share practice, and reflect on growth using mentoring standards. Summative assessment of mentor performance is used to document and inform individual mentor growth and program improvement.</p>

Reflections on the data:

What do the data tell you? What surprised you? What anecdotal notes can you add? Which is your area of greatest need?

The program I lead is currently _____ along the continuum based on the following evidence:

My SMART goal to move this practice forward by April, 2014 is: