



Spring Hill

SCHOOL DISTRICT



Mentoring Program

Mission: The Spring Hill School District Mentoring Program will provide information, support, and encouragement for the successful start of a teaching career in USD 230.

Program Highlights:

- Belief Statement - we believe in providing timely and continuous differentiated support and professional learning that is data-driven and instructionally focused. We believe that providing a system of support, one that includes experienced and highly-trained instructional coaches, with access to strong classroom leaders, will greatly increase teacher effectiveness and student achievement.
- Dedicated Resource Colleague (a peer to connect you with the resources you need to be successful) for both teachers new to the profession and those new to the district.
- New Teacher Academy - ongoing group support sessions with a focus on content knowledge, instructional practice, professional responsibility and much more!
- Supportive and present administrators.



My first year at Spring Hill was definitely a success because of the support provided to me from not only my team and school, but also the mentor program through the district!

-Molly Herbic, Spring Hill Elementary School
District Horizon Award Winner



New Employee Welcome - three days on-boarding with all new licensed personnel. Both beginning and veteran teachers will cover topics ranging from community information/**SUPPORT** to procedures/processes. Time is provided to meet with mentors, administration and veteran teachers.

New Teacher Academy - a series of professional learning sessions offered from August through December. These trainings address timely topics such as classroom management, instructional technology, assessments, **ENGAGEMENT** strategies and much more!

Mentor Guidance - first and second year teachers are provided a mentor. Mentors/mentees communicate on a regular basis (face-to-face, email, phone, IM, virtually, etc.). Critical topics are outlined in a monthly checklist. Consistent observation and **FEEDBACK** are provided during the first two years.

Professional Learning Communities - dedicated time to **COLLABORATE** with peers during the school day (26 Wednesdays during the year).

Targeted Professional Development - professional development **OPPORTUNITIES** are provided based on identified areas for growth.



Over the past year I have developed tremendously as a teacher because of the time and effort that my mentor teachers have poured into me. They provided me with teaching resources, classroom strategies, and instructional advice as well as serving as role models. Teachers at Spring Hill create a team atmosphere where a new teacher is encouraged to share their ideas for lessons and activities that create the best student learning environment. I do not know where I would be without my mentor teachers.

- Matt Lundy

Spring Hill High School

District Horizon Award Winner



For more information contact
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