

CLARK COUNTY SCHOOL DISTRICT

Human Resources Division | Teacher Development Department



TEACHERS ENCOURAGING AND MENTORING

The Clark County School District's Teacher Development Department has established a site-based mentoring program called **T.E.A.M.** (Teachers Encouraging and Mentoring). The T.E.A.M. Program provides support directly at the school site for all new teachers.

T.E.A.M. Goals

Research has shown that creating a mentoring environment promotes the development and professional growth of new teachers. The goals of the T.E.A.M. Program are to:

- develop mentor teachers and teacher leaders who will assist new teachers,
- facilitate a two-way communication process between the Teacher Development Department and the new teachers,
- assimilate new teachers into the culture of their school, the district, and the community, and;
- implement a site mentor program which will focus on building knowledge and skills for new teachers.

This T.E.A.M. model encourages school administrators to designate one teacher leader per site to be the T.E.A.M. Mentor Facilitator. This T.E.A.M. Mentor Facilitator assists the administration with creating a mentoring environment within their school. The T.E.A.M. Mentor Facilitator, in collaboration with a group of site mentor teachers, develops a mentoring plan that meets the needs of the individual teachers at that site and provides assistance to all new teachers in their building.

Site-based Mentor Facilitators & Mentors

T.E.A.M. Mentor Facilitators are teachers identified yearly by their administration and are requested to assist in coordinating the site-based mentoring program.

Site-based Mentors are classroom teachers selected by their administration or self-selected by the new teacher. These mentors are requested to provide individual one-to-one mentoring support for new teachers at their site by providing resources, guidance, assistance, and informal feedback that focuses on the Districts' Professional Domains and the Nevada State Standards all which will correlate with the improvement of the teaching practices for the new teacher.

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