

Personnel Management and Services  
Dr. Magaly C. Abrahante, Chief Personnel Officer

**SUBJECT: REQUEST FOR AUTHORIZATION TO IMPLEMENT THE NEW TEACHERS MENTORING PROGRAM DURING THE 2003-2004 SCHOOL YEAR**

**COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES**

The Education Fund has received a grant from the Washington Mutual Foundation in the amount of \$70,000 in support of the New Teachers Mentoring Program. This mentoring initiative will utilize the resources of retired teachers to increase professional development opportunities and reduce feelings of isolation experienced by new teachers. The purpose of the mentoring initiative is to provide new teachers with basic tools and support during the critical early stages of their teaching careers. The program will identify 25 retired teachers/mentors who will work with 50 new (first year) teachers. Retired teachers identified to serve as mentors will receive a stipend of \$1,200 from The Education Fund in recognition of their service and to assist with defraying expenses associated with providing mentoring services. Mentor teachers will be cleared through the District's School Volunteer Program.

The program will be overseen by an Advisory Committee consisting of veteran teachers, new teachers, school principals, District representatives, and representatives from the United Teachers of Dade. In order to maximize the benefits of the mentoring program, individual mentors will work with no more than two new teachers, and the selection of school sites will be based on the following criteria:

1. school sites that anticipate having the greatest number of new teachers for the 2003-2004 school year;
2. overall school performance grade as determined by the Florida School Accountability System, with priority given to schools graded "C" or lower; and
3. school sites that serve large numbers of students from economically disadvantaged families.

The Miami-Dade County Public Schools' Office of Human Resources and Staff Development will assist The Education Fund by:

1. collaborating in the identification of Advisory Committee members, retired teachers to serve as mentors, participating school sites, and new teachers eligible to participate in the program;
2. facilitating the dissemination of information regarding the program, including participation forms;

3. providing assistance with the coordination of information sessions, orientation workshops, and other activities related to the program; and
4. coordinating data capture and program evaluation activities with the intent of evaluating the effectiveness of the program.

An evaluation of the effectiveness of the program will be conducted during the second semester of the 2003-2004 school year. Pending the outcome of the evaluation, and the availability of grant funding, consideration will be given to extending the program beyond the 2003-2004 school year.

There is no cost to the District for this item.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, authorize the implementation of the New Teachers Mentoring Program during the 2003-2004 school year.

MCA:mtp