



What We Do Here Shapes the World

Los Fresnos

Consolidated Independent School District

600 N. Mesquite St.
Los Fresnos, Tx 78566

Office of Personnel Services & Talent Development

Mentor Teacher Job Description

Description:

As a professional teacher, the mentor teacher plays a vital role in the preparation of the teacher resident by mentoring, leading, and coaching. The mentor teacher's major function in the Yearlong Clinical Teaching Residency Program is to model and provide scaffolded opportunities for teacher residents to practice their knowledge and skills of teaching in a supportive classroom environment where residents are encouraged to take risks. The mentor teacher observes and provides specific feedback to teacher residents to have a lasting impact on student achievement.

Responsibilities:

- Commit to a yearlong program of mentorship
- Provide teacher resident all lesson materials in advance and review teacher resident's planned lessons
- Support/scaffold teacher resident in their understanding of core content areas
- Co-plan, co-teach, debrief, problem solve, and coach resident daily
- Provide gradual induction to the teaching process by modeling appropriate planning and instruction and explain the purpose.
- Allow clinical teacher to assume full responsibility of the classroom instruction and management, following Release Time Parameters.
- Clearly communicate expectations
- Engage teacher resident in the discourse of highly effective teaching.
 - Demonstrate/model characteristics of highly effective teaching, including responsive teaching practices for all students (e.g., culturally responsive instruction, differentiated instruction).
 - Meet with teacher resident for co-planning and post-teaching conferences to discuss effective practices and provide feedback for improvement.
 - Complete observations and provide specific and timely feedback to resident individualized needs, with a weekly reinforcement and refinement and clear next steps.
- Support resident in leading small group and whole group instruction
- Lead, model, and coach teacher residents for planning and instruction:
 - set high expectations of achievement that are ambitious and measurable for all students.
 - design and deliver instruction that is enriched (developing higher-order thinking skills) and personalized (reflecting learning levels and interests of individual students) to meet the needs of ALL students
 - design and deliver assessments that accurately assess student progress
 - plan and deliver lessons and activities that are aligned to state standards (TEKS)
 - hold students accountable for ambitious, measurable standards of academic achievement
 - incorporate questioning and discussion in teaching
 - incorporate small-group and individual instruction to personalize and tailor instruction to individual needs
 - monitor and analyze student assessment data to inform enriched instruction by teacher
 - communicate with students, provide authentic, timely feedback, and keep them informed of their progress
- Lead, model, and coach teacher residents for classroom environment:
 - hold students accountable for high expectations of behavior and engagement that are ambitious and measurable
 - create a virtual or physical classroom environment conducive to collaborative and individual learning
 - establish a culture of respect, enthusiasm, and rapport
- Complete candidate assessments and submit on TK20.
 - Receive Cooperating Teacher training/support on assessments and entering into TK20.
 - Conduct 2 formal teaching evaluations of the teacher resident using the TTESS rubric.
 - Conduct bi-weekly informal observations
 - Complete 2 survey instruments—the Professional Dispositions Inventory and Cooperating Teacher Perceptions Survey.

- Include resident in Professional Learning Communities and school-based professional development
- Participate in Site Coordinator led professional development, apply the new learning and bring back evidence of application.

Qualifications:

- Knowledge of subject matter being taught
- At least 3 years of evidence of modeling exemplary teaching experience, (Proficient/distinguished evaluations)
- Valid Texas teaching certificate in the certification area in which the teacher resident is being certified
- Prior evidence of high levels of student growth in district and state assessments.

Stipend Amount:

- \$600 stipend (\$300 per semester)

Approvals

Director of Professional Learning

Date

Employee Acknowledgement

I hereby acknowledge receipt of my personal copy of this job description and agree to all duties and responsibilities outlined. I also understand that payment for the mentorship program is coming from Title II, Part A federal entitlement under the Elementary and Secondary Education Act (ESEA).

Signature

Date

Print Name