The Alabama Teacher Mentoring Program 2016-2017

The Alabama Teacher Mentoring Program has been fully implemented during the 2016-2017 school year and has effectively supported the mentors and their first year teachers in Alabama. The program began with the distribution of guidelines and the selection of mentor liaisons by superintendents. They were assigned to lead the effort in their school systems and to notify the Alabama State Department of Education (ALSDE) of the number and contact information of the new teachers and the mentors assigned to them. Professional development and resources such as a manual and guidelines were provided by the ALSDE, and staff was assigned to provide assistance and support. A few of the professional development topics included the following:

Professional Development
Alabama Educator Code of Ethics
Alabama Quality Teaching Standards
Classroom Management
Conducting Effective Parent Conferences
Professionalism

These topics among others were developed at length in the mentoring manual provided. The manual is located on the ALSDE website under the Educator Effectiveness tab.

Local systems' mentor liaisons are also sharing with the ALSDE staff their goals, results and evidence of implementation in the AdvancEd ASSIST platform where their continuous improvement plans exist. The mentoring goal was added to this plan, so all staff at the local level can monitor the success of the program. In addition, measurable objectives are contained in the goal which will indicate the teacher turnover rate by fall 2017. School systems are employing strategies such as the mentoring program to reduce the teacher turnover rate. Please see the following screenshot:

Goal 1: 2016-2017 Strengthen Dallas County's ability to attract, recruit, and retain highly effective educators.
Dallas County Board of Education

Goal 1: Goal 1: 2016-2017 Strengthen Dallas County's ability to attract, recruit, and retain highly effective educators.

Measurable Objective 1:
demonstrate a behavior that indicates the positive impact of the Alabama Teacher Mentoring Program by 05/25/2017 as measured by the increase in effective educator retention from 90% in 2015-2016 to 95% in 2016-2017..

Strategy 1:
Professionalism - Educators will participate in professional learning on the following topics: Alabama Quality Teaching Standards, Educator Code of Ethics, Parent Conferences, Confidentiality, and Communication (oral and written)
Category: Develop/Implement Learning Supports
Research Cited: It is critically important that we develop much more effective policies to attract, retain,and support the continued learning of prepared and committed teachers. When teachers have assembled the kind of training and experience that allows them to be
successful with students, they constitute a valuable human resource for schools—one that needs to be treasured and supported if schools are to become and remain effective. (Darling-Hammond & Wei, 2009, p. 631)

A study of teachers in New York City found that student achievement was most enhanced by having a fully certified teacher
who had graduated from a university preservice program, had a strong academic background, and had more than two years of
experience. Students' achievement was hurt most by having an inexperienced teacher on a temporary license, which is the teaching
profile most common in high-minority, low-income schools with
ongoing teacher turnover. In combination, improvements in these
qualifications reduced the gap in achievement between the schools serving the poorest and the most affluent student bodies by 25 percent (Boyd, Grossman, Lankford, Loeb, & Wyckoff, 2008).

Activities:

Activity - Code of Ethics	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

The goals and resources show a strong commitment for the mentoring program. Another positive from the program has been the sharing of resources among the local school systems. Mentor handbooks written by local systems have been shared with a collaborative spirit by emailing them to the ALSDE and giving the ALSDE permission to share with the group. This sense of community has created a positive response to the program.

As part of the program, mentors and new teachers have participated in three surveys to gather information to inform all stakeholders how to attract, recruit, and retain effective educators in Alabama public schools. Another survey will be administered at the end of the school year.

A sampling of the results from the completed surveys indicate the following:

Mentor Survey Sampling

Question	Response
If you had the opportunity to serve as a mentor again, would you	99 % indicate that they would
In a typical week, how much time do you spend with your new teacher?	81 % indicate that they spend more than two hours with their new teacher
Is there a high level of trust between you and your new teacher?	98 % indicate that there is a high level of trust

New Teacher Survey Sampling

Question	Response
Has your mentor been supportive of you?	91% indicate that their mentor has been supportive 8 % somewhat supportive
To what extent does the assistance provided by your mentor support you in classroom effectiveness?	86% indicate extremely helpful and helpful; 8% somewhat helpful
New teachers were asked to describe their mentoring experience thus far.	98 % indicate a positive experience A sample comment from a new teacher: "My mentoring experience has been invaluable. I cannot express how helpful and supportive my mentor has been. Special education can be very overwhelming at times, and if it wasn't for my mentor I wouldn't be near as successful as I am. She has helped and answered all my questions without ever complaining."

The survey results will be instrumental in developing the Alabama State Department mentoring goals moving forward.

The first disbursement of funds was sent to the local school systems in December, and the final disbursement will be sent in May. Please see the attachment. In the first disbursement, there were funds for 2037 mentors. Each mentor received $500 for the first semester. Each mentor was assigned to one new teacher. Mentor liaisons have been communicating with the ALSDE when new teachers are hired at mid semester, so mentors can be assigned and supported as needed. A second disbursement will occur in May and will increase due to additional mentors assigned. The second semester disbursement will also be $500 for a total of $1000.00 for a school year. Mentors are serving new teachers in all grade levels and subjects including career technical education teachers. All have shown a

great desire for the program to continue and expand to include second year teachers if possible. If

needed, new teachers, mentors or liaisons are willing to speak to the effectiveness of the program.

Thank you for your continued support. More information can be provided.
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334-353-2154 or lsearcy@alsde.edu

SystemCode	SystemName	Mentor #	Dec. $
001	Autauga County	20	10,000
002	Baldwin County	45	22,500
003	Barbour County	4	2000
004	Bibb County	15	7,500
005	Blount County	12	6,000
006	Bullock County	8	4,000
007	Butler County	9	4,500
008	Calhoun County	18	9,000
009	Chambers County	12	6,000
010	Cherokee County	7	3,500
011	Chilton County	26	13,000
012	Choctaw County	0	0
013	Clarke County	1	500
014	Clay County	2	1,000
015	Cleburne County	5	2,500
016	Coffee County	7	3,500
017	Colbert County	15	7,500
018	Conecuh County	0	0
019	Coosa County	5	2,500
020	Covington County	8	4,000
021	Crenshaw County	8	4,000
022	Cullman County	19	9,500
023	Dale County	6	3,000
024	Dallas County	20	10,000
025	DeKalb County	1	500
026	Elmore County	17	8,500
027	Escambia County	16	8,000
028	Etowah County	18	9,000
029	Fayette County	15	7,500
030	Franklin County	15	7,500
031	Geneva County	10	5,000
032	Greene County	3	1,500
033	Hale County	19	9,500
034	Henry County	8	4,000
035	Houston County	13	6,500
036	Jackson County	1	500
037	Jefferson County	130	65,000
038	Lamar County	1	500
039	Lauderdale County	9	4,500
040	Lawrence County	9	4,500
041	Lee County	33	16,500
042	Limestone County	12	6,000
043	Lowndes County	4	2,000
044	Macon County	22	11,000
045	Madison County	29	14,500
046	Marengo County	2	1,000

047	Marion County	6	3,000
048	Marshall County	16	8,000
049	Mobile County	86	43,000
050	Monroe County	9	4,500
051	Montgomery County	65	32,500
052	Morgan County	13	6,500
053	Perry County	3	1,500
054	Pickens County	10	5,000
055	Pike County	7	3,500
056	Randolph County	3	1,500
057	Russell County	14	7,000
058	St Clair County	31	15,500
059	Shelby County	89	44,500
060	Sumter County	5	2,500
061	Talladega County	52	26,000
062	Tallapoosa County	6	3,000
063	Tuscaloosa County	54	27,000
064	Walker County	17	8,500
065	Washington County	2	1,000
066	Wilcox County	4	2,000
067	Winston County	1	500
101	Albertville City	18	9,000
102	Alexander City	16	8,000
103	Alabaster City	13	6,500
104	Andalusia City	7	3,500
105	Anniston City	7	3,500
106	Arab City	7	3,500
107	Athens City	10	5,000
109	Attalla City	1	500
110	Auburn City	21	10,500
113	Bessemer City	2	1,000
114	Birmingham City	57	28,500
115	Boaz City	5	2,500
116	Brewton City	3	1,500
121	Chickasaw City	7	3,500
125	Cullman City	0	0
126	Daleville City	6	3,000
127	Decatur City	29	14,500
128	Demopolis City	2	1,000
130	Dothan City	30	15,000
131	Elba City	0	0
132	Enterprise City	25	12,500
133	Eufaula City	13	6,500
137	Fairfield City	2	1,000
141	Florence City	16	8,000
143	Fort Payne City	5	2,500
144	Gadsden City	20	10,000

146	Geneva City	0	0
154	Guntersville City	4	2,000
155	Haleyville City	5	2,500
156	Hartselle City	4	2,000
157	Homewood City	15	7,500
158	Hoover City	19	9,500
159	Huntsville City	181	90,500
162	Jacksonville City	0	0
163	Jasper City	10	5,000
165	Lanett City	1	500
167	Leeds City	4	2,000
168	Linden City	2	1,000
169	Madison City	29	14,500
171	Midfield City	3	1,500
175	Mountain Brook City	6	3,000
176	Muscle Shoals City	7	3,500
177	Pelham City	4	2,000
178	Oneonta City	0	0
179	Opelika City	0	0
180	Opp City	4	2,000
181	Oxford City	23	11,500
182	Ozark City	9	4,500
183	Pell City	19	9,500
184	Phenix City	34	17,000
185	Piedmont City	0	0
186	Pike Road City	10	5,000
187	Saraland City	4	2,000
188	Roanoke City	3	1,500
189	Russellville City	8	4,000
190	Scottsboro City	3	1,500
191	Selma City	15	7,500
192	Sheffield City	6	3,000
193	Sylacauga City	9	4,500
194	Talladega City	6	3,000
195	Tallassee City	3	1,500
196	Satsuma City	4	2,000
197	Tarrant City	9	4,500
198	Thomasville City	2	1,000
199	Troy City	4	2,000
200	Tuscaloosa City	62	31,000
201	Tuscumbia City	5	2,500
202	Vestavia Hills City	14	7,000
204	Winfield City	2	1,000
205	Trussville City	5	2,500
	Al School Of Deaf and Bl	3	1,500

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