



AN OVERVIEW OF THE ALABAMA TEACHER MENTOR PROGRAM

2022-2023 SECOND- SEMESTER

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AGENDA

The Alabama Teacher Mentor Program Highlights

Second-Semester List

2022-2023 Accountability Requirements

Upcoming Surveys

Professional Learning Opportunities

Closing/Reminders

Q & A

ALABAMA TEACHER MENTOR PROGRAM (ATMP) BELIEFS

Our Vision

We believe that formal, comprehensive induction and mentoring programs accelerate the successful transition of new teachers into the teaching profession. The bedrock of quality education for **all students** lies in providing exceptional instruction.

Our Mission:

We support the **recruitment, induction, mentorship, and retention** of skilled teachers by leveraging the expertise of veteran teachers to mentor novice teachers.



THE “WHY” OF
THE ALABAMA
TEACHER
INDUCTION &
MENTOR
PROGRAM

In 2004, the Alabama Legislature passed a resolution establishing the Alabama Teacher Mentor Program.

Nationwide, it is estimated that anywhere from 10% to 50% of new teachers leave the teaching profession by the fifth year of entering the profession.

The State of Alabama now more than ever is poised to mitigate the problem through teacher **induction, mentoring, recruitment and retention.**

**THE “WHY”
OF THE
ALABAMA
TEACHER
INDUCTION
& MENTOR
PROGRAM
CONT.**

The ATMP was set up to provide a framework for LEAs in their effort to mitigate teacher attrition due to a lack of mentoring support.

State Context

Alabama like states across the nation is experiencing teacher shortages especially, in hard-to-staff rural counties and hard-to-staff areas including special education, mathematics, science, English Language Arts, and Career and Technical Education.

MENTOR CANDIDATE SELECTION CRITERIA

- Has a minimum of **three years of** successful teaching experience
- Effective Classroom Instruction, Pedagogy, and Standards
- Formative and Summative Assessment Practices
- Attention to Diversity and Equity
- Professional Learning
- Facilitating Adult Learning
- Interpersonal and Leadership Skills
- Use of Technology
- <https://www.alabamaachieves.org/wp-content/uploads/2021/08/Mentoring-Basics-Best-Practice-Resources-Aug-2021.pdf>

Definition of Terms: “Mentee Teacher”

- A mentee is a first-year or second-year teacher (new to the profession).
- A teacher who taught during the previous year but has taught less than a full semester in his/her own classroom.
- A teacher starting their first-year or second-year teaching under any of the following: Emergency Certificate, Provisional Certificate, Interim Certificate, Alternative A Certificate, or Temporary CTE Certificate.
- A teacher under the Temporary Special Education Certificate pathway.

ATMP FUND ALLOCATION

- Funds equivalent to \$1,000 per first or second-year mentee teacher named on the list submitted to the ALSDE will be distributed to LEAs.
- Although the teacher will receive a \$1000 stipend, the LEA will receive \$1200 from ALSDE.
- The extra \$200 represents the employer withholdings for each mentor stipend.



ATMP FUND ALLOCATION CONT.

- The ALSDE will disburse ATMP funds to the LEAs at the end of each semester.
- Payment of the stipend by the LEA to individual mentors shall be made in two installments of \$600 less the required employer and employee matching for applicable fringe benefits.
- Payment of the stipend to a contracted retired or former teacher designated as a mentor shall be made in two installments of \$600 per assigned mentee.



SECOND-SEMESTER LIST

- Must be submitted as a verified list using the same excel file verification for the first semester
- Strike through the line that needs to be removed, for example,
~~9/27/2022 14:44:15 Alabaster City Schools 7. Montevallo Joyce Robin
Joyce.robin@abc.org~~
- Add and highlight the data to be added, for example,
9/28/2022 11:13:02 Alabaster City Schools 7. Montevallo Precious One...
- The list must be an accurate representation of mentors and mentees, academic and CTE for the LEA (no late notifications)
- The second-semester list submission deadline is on **Friday, February 10, 2023 (no exemptions)**.

LEADERSHIP SUPPORT

- Administrative commitment at the district and building levels include clearly defined plans, goals, roles, training, resource allocation, collaborative problem-solving, and decision-making processes.
- Mentors and mentees should strive for an average of 2.5 hours of contact time during each week of the school year. Contact hours will vary weekly, but schedule adequate time for the mentee to receive the appropriate level of support and guidance.
- Allotted mentor-mentee contact time for lesson planning, observation, and debriefing.

PROGRAM
ACCOUNTABILITY
REQUIREMENTS

ATMP
ACCOUNTABILITY
REQUIREMENTS
1 : SURVEYS

- The ALSDE **shall not** disburse stipends without the completion of the surveys. Feedback is imperative for future funding.
- The 2022-2023 ALACTE Survey for Employers of New Teachers will run from Wednesday, March 1 to Friday, March 31, 2023.
- The 2022-2023 ALACTE Survey In-Service Teacher Survey will run from Wednesday, March 1 to Friday, March 31, 2023.
- **Mentors must complete the 2022-2023 Alabama Teacher Mentor Post Survey will run from Monday, April 3 to Friday, April 28, 2023.**
- **Mentees must complete the 2022-2023 Alabama Teacher Beginning/Mentee Teacher Post Survey will run from Monday, April 3 to Friday, April 28, 2023.**
- **The minimum participation rate is 80% of mentors and mentees.**

ACCOUNTABILITY
REQUIREMENT #2
ALABAMA
TEACHER
MENTOR PLAN

- The ALSDE shall withhold funding if a school district fails to develop a districtwide **ATMP plan with implementation protocols.**
- Complete the following aspects of the LEA's Alabama Teacher Mentor Plan **no later than Thursday, June 1, 2023:**
 - Evaluating
 - Determine the Impact of Critical Initiatives
 - Judge the Success of the Annual Plan
 - Address the Implications for Future Work

DISTRICT ATMP PLAN



e| Prove strategies

Go to strategies

DISTRICT ATMP PLAN

My Plans (3 plans)



New Plan

Include Associated Institutions ⓘ

Name	Created	Modified	Start Date	End Date	Status		
2021	M	E	09/04/2021	08/16/2021	05/31/2022		⋮
Abaa	M	S	05/16/2022	09/01/2021	05/31/2022		⋮



ACCOUNTABILITY
REQUIREMENT #3
TEACHER
RETENTION DATA

- The ALSDE shall withhold second-semester funding for the school system that fails to provide the **teacher retention** data for novice teachers supported by ATMP mentors no later than **Thursday, June 15, 2023.**
- The data reporting will be gathered via Microsoft Forms, starting from **Monday, May 15 to Thursday, June 15, 2023.**



Professional Learning Opportunities

ATMP PRESENTERS INSTITUTE UPDATE



The first cohort of ten educators participated in the NTC Presenters Institute from October 31 to November 4.



The NTC-Certified Presenters are from Alabaster City Schools, Birmingham City Schools, Dothan City Schools, Hale County Schools, Huntsville City Schools, Jacksonville City Schools, Randolph County Schools, and Shelby County Schools.



Cohort members will take turns planning and co-facilitating professional learning using the NTC Modules for mentors from their LEAs starting in December through June 2023.



PRESENTATION SCHEDULE
HUNTSVILLE CITY AND HARTSELL CITY
SCHOOLS

- January 24th
- January 30th
- February 9th
- February 17th
- The professional learning sessions will be facilitated virtually by Ms. Elizabeth Goodson (Huntsville City Schools) and Mr. Kenny Kraus (New Teacher Center).

ATMP-NTC INSTRUCTIONAL MENTORING PROGRAM FOUNDATIONAL INSTITUTE FOR MENTORS

- Welcome Huntsville! Please take a moment to **download or save** this document. You will need this to access links and resources.

Professional Development Schedule

- Your professional development schedule is as follows. You will find more detailed information, links, and resources below. All sessions will be **9:00 AM – 3:00 PM CT** and will be hosted on Zoom.
- January 24: Institute Module 1 and Module 2
- January 30: Institute Module 3 and Module 4
- February 9: Institute Module 5 and Module 6
- February 17: Institute Module 7 and Module 8

PRESENTATION SCHEDULE
JACKSONVILLE CITY, ANNISTON
CITY, PIEDMONT CITY, SAINT CLAIR
COUNTY, AND RANDOLPH COUNTY
SCHOOLS SCHOOLS

- Thursday, February 2nd
- Wednesday, February 15th
- Thursday, March 2nd
- Thursday, March 16th
- Time: 8:30 am-3:30 pm
- Sessions will be in-person facilitated by Mr. Kenneth Trucks (Jacksonville City), Mary Kelly (Randolph County), and Kenny Kraus (New Teacher Center) at the JSU In-Service Center: 100 Gamecock Dr. Anniston, AL 36205

PRESENTATION SCHEDULE

ALABASTER CITY AND SHELBY COUNTY SCHOOLS

- February 16th: Day 1
- March 2nd: Day 2
- April 6th: Day 3
- ★Recording for Day 4

The training will be delivered in person by Dr. Latanza Harrison (Human Resource Director) of Alabaster City Schools and Dr. Angela Walker (ATMP District Liaison) of Shelby county, co-facilitated by NTC's Brittany Bryan.

PRESENTATION SCHEDULE BIRMINGHAM CITY SCHOOLS

The schedule for virtual delivery is:

- Feb 17 (2 hours)
- March 8 (2 hours)
- April 5 (2 hours)
- May 10 (2 hours)
- June 1 (all day-Day 3)
- ★Recording of Day 4
- Dr. Tammorra Tippett (Birmingham City) and Ms. Brittany Bryan (New Teacher Center) will co-facilitate the sessions virtually.

PRESENTATION SCHEDULE HALE COUNTY SCHOOLS

- April 13
- April 20
- May 3
- May 11

Ms. Malinda White (Hale County) will be co-facilitating with Kenya Nelson from the New Teacher Center. These will be "full day" training, with a 2-hour module in the morning, an hour break for lunch, and then another 2-hour module in the afternoon

PRESENTATION SCHEDULE

JEFFERSON COUNTY AND DOTHAN CITY SCHOOLS

- June 8
 - June 15
 - June 22
 - June 29
-
- Dr. Nelson will be out on maternity leave, so Ms. Guilford (Dothan City Schools) will co-facilitate with Kenny Kraus (New Teacher Center).

CLOSING/REMINDERS: ACCOUNTABILITY REQUIREMENTS

- March 1 to March 31: ALACTE Surveys for employers and In-Service Teachers.
- April 3 to April 28: ATMP Post Surveys for Mentors and Beginning/Mentee Teachers
- May 15 to June 15: Submit the LEA Teacher Retention Data via Microsoft Forms
- June 1: Deadline for Completing the Alabama Teacher Mentor Plan in e-Prove Strategies

QUESTIONS





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MEGA CONFERENCE
2022

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