Standard: School Leadership - Educator Effectiveness				
	Deficiency (1)	**Advice (2)**	**Regular MD (3)**	**Regular (4)**
P. Mentorship & Induction Guiding Question: Does the district have a mentorship & induction program for initial and incoming educators that is implemented for new teachers that have been hired and assures the program covers all the areas in ARM 10.55.723(1)? (ARM 10.55.723)	☐ District has **no** evidence of a mentorship and induction program for initial and incoming educators	**The district provided evidence of:** ☐ A mentorship and induction program for initial and incoming educators	**The district provided evidence of:** ☐ A mentorship and induction program for initial and incoming educators **AND** ☐ The implementation of the mentorship and induction program if new teachers have been hired	**The district provided evidence of:** ☐ A mentorship and induction program for initial and incoming educators **AND** ☐ The implementation of the mentorship and induction program if new teachers have been hired **AND** ☐ Assuring the program covers all the areas in 10.55.723(1)

DEFINITIONS
10.55.723 (1) Mentorship and Induction
    (a) is research-based to ensure the inclusion of high-impact professional learning strategies;
    (b) is implemented to assist initial licensed and incoming educators in meeting teaching standards embedded in the district evaluation framework outlined in ARM 10.55.724;
    (c) supports initial licensed and incoming teachers' planning, implementation, and assessment of instruction aligned to the program area and content standards and content-specific learning progressions;
    (d) supports initial licensed and incoming teachers to establish and maintain a positive classroom climate; and
    (e) encourages continuous learning, reflection, and growth

GUIDANCE
The mentorship and induction program is implemented: N/A for districts that do not have incoming teachers

SAMPLE EVIDENCE MAY INCLUDE
A single document may include all of the criteria/sample evidence needed to receive a regular (4) score.

Mentorship and Induction Program Evidence May Include: upload the program/process information **AND/OR** use of external programs or networks **AND/OR** schedule of activities or meeting topics covered **AND/OR** documentation templates (be careful of personal information) **AND/OR** evidence from consortium or outside provider **AND/OR** CBA language

Implementation Evidence May Include: schedule of recommended activities **AND/OR** evidence from consortium or outside provider **AND/OR** new teacher orientation agenda **AND/OR** schedule of meeting dates and/or times **AND/OR** description of implementation **AND/OR** board meeting minutes **AND/OR** board meeting agenda