

## JESSE BACON, SUPERINTENDENT

ADRIENNE USHER, ASSISTANT SUPERINTENDENT BRANDY HOWARD, CHIEF ACADEMIC OFFICER TROY WOOD, CHIEF OPERATIONS OFFICER

TO:

Dr. Jesse Bacon, Superintendent

Mrs. Adrienne Usher, Assistant Superintendent

FROM:

Althea Hurt, Director of Human Resources

DATE:

July 11, 2024

RE:

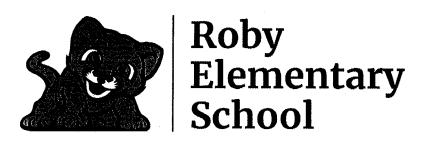
Item for the AUGUST Board Meeting - Stipend for in-house mentor teachers

at Roby ES

Hannah Scott, principal at Roby Elementary School, requests to add an extra-duty position of "mentor teacher" to the school's staffing. This additional duty assignment will allow up to 11 seasoned RES teachers to pair with new teachers for mentoring and support for the 2024-2025 school year. The pay will be a \$1,000 stipend per mentor, funding with Title I funds.

Attachment: Memo from Principal Scott

## HANNAH SCOTT, PRINCIPAL



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Date:

July 9, 2025

To:

Althea Hurt, Director of Human Resources Adrienne Usher, Assistant Superintendent

From:

Hannah Scott, Principal Roby

Re:

**RES New Teacher Mentoring Support** 

Support for new teachers is essential in schools today with a lack of experienced applicants and overall teacher candidates. In hiring several new teachers for the 2024–2025 school year, providing in-house support and extension of our district THRIVE program is necessary for improved student achievement and teacher collaboration and capacity building. In addition, support for new teachers takes additional time for all school staff, particularly experienced teachers. To provide additional support and collaboration for new teachers, I want to pair new teachers with a veteran teacher that will serve as their mentor, which is similar to the former KTIP program. My proposal is to create up to 11 mentor teacher extra duty positions paid at \$1000. The mentoring program will coincide with the district THRIVE program, but will provide sustained focus and support in the areas of classroom management, instructional design, and classroom instruction. Specific tasks and responsibilities will be required, such as, co-planning with the mentee, conducting classroom observations with non-evaluative feedback and coaching, providing professional learning, etc. In Title I funds addition, this will provide teacher leadership among teachers at RES.