



JESSE BACON, SUPERINTENDENT

ADRIENNE USHER, ASSISTANT SUPERINTENDENT

BRANDY HOWARD, CHIEF ACADEMIC OFFICER

TROY WOOD, CHIEF OPERATIONS OFFICER

TO: Dr. Jesse Bacon, Superintendent *JDB*
Mrs. Adrienne Usher, Assistant Superintendent

FROM: Althea Hurt, Director of Human Resources *AH*

DATE: August 29, 2024

RE: Item for the SEPTEMBER Board Meeting - Stipend for in-house mentor teachers at Cedar Grove ES

James Slaven, principal at Cedar Grove 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 6 seasoned 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 Slaven

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Cedar Grove

Elementary
School

JAMES SLAVEN, PRINCIPAL
CASEY NEWBERRY, SCHOOL COUNSELOR

Date: August 28, 2024

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

From: James Slaven - CGES Principal

Re: CGES 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, we 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 6 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 addition, this will provide teacher leadership among teachers at Cedar Grove Elementary School.

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