

# The Mentoring Process

All Cypress-Fairbanks ISD teachers new to the profession will participate in the mentor program. This includes first year teachers transitioning from student teacher/intern programs and first year teachers completing a deficiency plan. These “new to the profession” teachers will be considered mentees and will be assigned a mentor teacher. The purpose of mentoring is to develop the skills, knowledge, attitudes, and values that are necessary to carry out their role as classroom teacher effectively.

All experienced teachers new to CFISD will also participate in mentor program activities and will be assigned a mentor. The mentoring program for experienced teachers new to CFISD focuses on transmitting the culture of the district and campus.



**Mentee** - The mentee will utilize the work experience and the assistance provided by the district to enhance his/her professional skills.

**Mentor** - The mentor will work directly with the new teacher throughout the year. The mentor will serve as a resource to the mentee and meet regularly with the mentee.

**Campus Lead Mentor** – The campus lead mentor will facilitate mentor-mentee relationships and coordinate campus-based induction activities.

**Campus Administrator** – The principal/assistant principal/director of instruction will designate a mentor selection and matching process for each new teacher and ensure that mentoring activities are implemented and maintained throughout the year.

**Coordinator of New Teacher Induction Program** – The Coordinator of the New Teacher Induction Program will provide support to administrators and lead mentors in developing and implementing induction activities.