

# Mentor Qualifications

\*\*\*Based on CTC Teacher Induction Program Standard 4

## Mentor Selection by District/County:

Qualifications for mentors must include but are not limited to:

- Knowledge of the context and the content area of the candidate's teaching assignment
- Demonstrated commitment to professional learning and collaboration
- Possession of a Clear Teaching Credential
- Ability, willingness, and flexibility to meet candidate needs for support
- Minimum of three years of effective teaching *(on a clear teaching credential)*

## TCIP Program Must Provide the Mentor:

Guidance and clear expectations for the mentoring experience must include:

- "Just in time" support for candidates
- Facilitation of candidate growth and development through:
  - Modeling
  - Guided reflection on practice
  - Feedback on classroom instruction
- Connecting candidates with available resources
- Review the ILP with candidates
  - TCIP requires viewing the ILP together on a regular basis as a tool for reflective practice

## TCIP Program Must Provide Ongoing Mentor Training:

The training must include, but is not limited to:

- Coaching and mentoring
- Goal setting
- Use of appropriate mentoring instruments
- Best practices in adult learning
- Support for:
  - Individual mentoring challenges
  - Reflection on mentoring practice
  - Opportunities to engage with mentoring peers in professional learning networks
  - Program processes designed to support candidate growth and effectiveness

