

## District 211 New Educator Program Mentorship

### Purpose Statement

The New Educator Mentorship Program is designed to foster a supportive, inclusive, and collaborative environment where new educators can thrive both personally and professionally. Grounded in the Programmatic Anchors of the New Educator Program, mentorship focuses on building trusting relationships, expanding professional networks within school communities, and cultivating a strong, shared culture of practice. Through this support, the program enhances educator well-being, fosters a sense of belonging, and creates the conditions for impactful teaching and learning. Ultimately, contributing to positive student outcomes and the long-term retention of new educators across the district.

### Standards

| Focus   | NEP Programmatic Anchor Alignment  | NEP Values Alignment                |
|---|--|-------------------------------------|
| <b>Standard 1: Build Trusting and Supportive Relationships</b>  |  |                                     |
| <ul style="list-style-type: none"> <li>Establish strong, trusting mentor-mentee relationships that prioritize open communication, respect, and professional encouragement</li> <li>Support New Educators in expanding their professional networks within their school and District community</li> </ul>     | Collaboration and Reflection, Belonging and Well-Being                   | Collaboration, Community, Inclusion |
| <b>Standard 2: Foster a Culture of Belonging and Well-Being</b>   |  |                                     |
| <ul style="list-style-type: none"> <li>Create spaces where New Educators feel valued, respected, and connected to their broader school community</li> <li>Support mentees in developing habits and strategies that sustain personal well-being and balance professional responsibilities</li> </ul>         | Belonging and Well-Being   | Inclusion, Equity, Growth           |
| <b>Standard 3: Cultivate Professional Growth and Reflective Practices</b>   |  |                                     |
| <ul style="list-style-type: none"> <li>Encourage reflective practices that drive continuous professional learning and development</li> <li>Empower New Educators to embrace innovation, improve instructional and service delivery strategies, and engage deeply in their ongoing growth journey</li> </ul> | Instructional Practice, Delivery of Services, Collaboration & Reflection | Growth, Excellence, Innovation      |
| <b>Standard 4: Model and Uphold Professional Excellence</b>   |  |                                     |
| <ul style="list-style-type: none"> <li>Support New Educators in understanding and consistently meeting District operational expectations and professional responsibilities</li> <li>Model ethical practices, integrity, and commitment to the collective mission of District 211</li> </ul>                 | Operational Expectations   | Excellence, Equity, Community       |