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## ARTICLE XIX: MENTOR PROGRAM

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1. Newly hired teachers with less than three (3) years teaching experience shall be inducted in the mentor program.
2. The position of mentor shall be assigned on a voluntary basis. The principal must approve the selection of the mentor from the same department as the inductee. The mentor must have a minimum of five (5) years of teaching experience.
3. The mentor/inductee relationship is to be designed around mutual trust and collegiality and at no time will the mentor be responsible for formal evaluation or assessment of the inductee.
4. The role of the mentor shall be as follows:
  - a. Will offer advice, help and assistance to inductee on all matters relating to the teaching process.
  - b. Will meet with the inductee during the regular school day.
  - c. Will keep a log of all meetings between mentor and inductee.
  - d. Will coordinate activities with the appropriate administrative personnel.
5. If possible, mentors will be assigned a "mentor assignment" once each cycle in lieu of the normal service period to work with the inductee. Other release time may be made available as mutually agreed to by the mentor and the administration.