

Rural Residency Mentor Teacher Role and Responsibilities

Mentor teachers are exemplary teachers who give their time and expertise to help Multiple-Subject Credential students develop their teaching practice and achieve a transition into teaching. Mentor Teachers act as teacher-educators who support residents in identifying, practicing, and analyzing the knowledge, skills, and dispositions required to be effective teachers. Mentor Teachers will guide a resident through the coaching cycle of observations, co-teaching, and debriefing as well as support the resident as he/she experiences the culture of the school and the cycle of the school year. Throughout the 10-month program, teacher residents will increasingly take on greater responsibility for classroom instruction until assuming responsibility for 100% of the classroom instructional time during the final semester of the residency program. Residents will participate in all meetings and professional development specific to your district and residency school site (i.e. faculty meetings, IEP meetings, MTSS/PBIS training, PLCs, etc...)

Minimum Qualifications and Selection Criteria

- ❖ Holds a Multiple Subject California Teaching *Clear Credential*.
- ❖ Has three or more years teaching experience with at least one year in school where they will be mentoring.
- ❖ Demonstrate exemplary teaching ability as indicated by evaluations reviewed by site administrators.
- ❖ Demonstrates effective communication skills, deep subject matter knowledge, and mastery of a range of teaching strategies to meet the needs of students in different contexts.
- ❖ Demonstrate understanding of state curriculum frameworks, content standards, common core standards, and English language development standards
- ❖ Demonstrate understanding of accountability systems in public schools
- ❖ Commitment to building a collaborative relationship with Teacher Residents
- ❖ Commitment to taking a proactive role in the teacher residency
- ❖ Willingness to carry out responsibilities in a timely manner

Major Duties and Responsibilities

- ❖ Meet with Residents outside of the classroom for at least two hours per week to:
 - Plan instruction in consideration of the Teacher Residents' project-based coursework
 - Analyze student work
 - Reflect on practice related to the CA Teaching Performance Expectations
- ❖ Support Residents by:
 - Building collegial/collaborative relationships with the Teacher Residents
 - Fully include Teacher Residents in the school culture; Treat them as fellow teachers
 - Fostering a positive classroom climate
 - Encouraging the Teacher Residents to successfully complete the program
- ❖ Mentor Teachers will work collaboratively with Fresno State Clinical Coaches and Professor-in-Residence to ensure the following:
 - Effective communication with Teacher Residents

- Organization of roles and responsibilities of Teacher Residents
- Collaborative problem solving
- ❖ Mentor Teachers will participate in a Mentor-Resident Kick Off Meeting that orients them to the residency program year the first week of August 2022.
- ❖ Mentor Teachers will also meet together twice per semester with the Residency Program Coordinators to:
 - Reflect on their learning as a mentor and on the learning of their Teacher Resident
 - Plan coaching instructional strategies
 - Ensure alignment between Teacher Residents' classroom experience, Mentor Teacher coaching, and Kremen School of Education coursework
 - Provide dedicated classroom time for residents to incorporate coursework, teaching, and clinical observations in order to meet Fresno State and CTC requirements.

Mentor Teacher responsibilities fall under three domains¹ :

1) providing a practice space, 2) making practice visible, and 3) engaging as a teacher educator.

Providing a practice space	Making Practice Visible	Engaging as a Teacher Educator
<ul style="list-style-type: none"> ● Allow Teacher Residents to take instructional risks ● Give opportunities for Teacher Residents to try out new methods they are learning in program ● Support Teacher Residents as they learn and apply ideas about child development & how to work in diverse, high-need schools ● Support Teacher Residents in successfully completing their course requirements, as needed. ● Retain the legal responsibility for the classroom at all times 	<ul style="list-style-type: none"> ● Model unit and lesson planning and share rationale for sequence, strategies, etc. ● Model instruction and share rationale for teaching moves ● Model fostering a positive classroom climate ● Debrief lessons after teaching and describe how this informs subsequent lessons ● Utilize co-planning and <i>co-teaching</i> methods ● Model how to work with an instructional team (other teachers, SPED, EL, coaches, parents, etc.) ● Model how to create appropriate teacher-student relationships with students in order to enhance student learning ● Model how to create appropriate teacher-family/parent partnerships in order to enhance 	<ul style="list-style-type: none"> ● Plan weekly structured meetings with Teacher Residents ● Build in opportunities to talk with residents about planning and instruction ● Observe residents and provide formative feedback ● Continuously provide feedback on planning and instruction once the residents takes the lead ● Participate actively in classroom (observing, modeling classroom management, and co-teaching) ● Participate in collaborative learning ● Ensure that resident demonstrates Professional Expectations ● Engage in at least two (2) joint meetings with the resident and university coach

¹ From the Multiple-Subject Credential Program, Kremen School of Education & Human Development

	student learning	<ul style="list-style-type: none"> • Provide mid-semester review and input toward the final review • Provide recommendation letters as requested by Teacher Residents
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Benefits of Serving as a Rural Residency Mentor Teacher

- ❖ Collaborative Supports
 - School Site Principals, Fresno County Rural Residency Coordinator, Professor-in-Residence, and University Clinical Coaches offer Mentor Teachers layers of support as they work with the Teacher Residents.
 - Teacher Resident as a co-teacher
- ❖ Professional Development Opportunities
 - Co-teaching strategies
 - Coaching and mentoring strategies
 - Additional areas of interest suggested by the Mentor Teachers
- ❖ Incentives
 - Fresno State Course Reimbursement
 - Fresno State Library Privileges

