

Mentor Mentee Program

The mission of Saint Paul Public Schools is to provide a premier education for all. Supporting educators new to Saint Paul Public Schools through a Mentor Mentee Program is an essential induction component for a successful career within our district. The Mentor Mentee Program is individualized, differentiated, and flexible to meet professional growth goals for educators just entering the field of education and those coming to Saint Paul Public Schools with previous experience. Probationary educators under the SPFT bargaining contract participate in the Mentor Mentee Program in their first **year** of employment if they are not working with a Peer Assistance and Review Consulting Teacher. Building principals or supervisors work very hard to find a mentor educator within the same grade level or content/professional area for each mentee.

The Saint Paul Public Schools Mentor Mentee Program seeks to provide an effective transition into an education career in Saint Paul Public Schools through:

- development of a collegial culture within the school and across the district
- support for instruction and/or professional practices in order to increase professional success and ensure all students have a premier education
- ongoing growth and reflection of instruction and/or professional practices

The Mentor Mentee Program offers a minimum of 20 hours of collaborative support from a colleague over the course of the school **year** (educators hired mid-**year** will get a minimum of 10 hours). Educators will have the opportunity to develop a mentor mentee relationship with differentiated activities including:

- observations with feedback
- job shadowing
- review of student work/data
- discussions around professional goals
- other individualized support



Mentors provide collaborative reports to document the work together throughout the school **year** and mentees provide reflections on the collaborative work related to their professional goals.

Teachers that participate in the Mentor Mentee Program during their first **year** of employment will then work with a Peer Assistance and Review Consulting Teacher during **year** two or **year** three prior to achieving tenure in the district. Successful completion of the Peer Assistance and Review (PAR) Program is required to achieve tenure for teachers.

Mentor Mentee Program Lead

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MORE INFORMATION

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