

### **3411 - Placement on Guide Step**

The Board of Education recognizes that all newly prepared teachers are required to serve their first year of employment under provisional certification and in a district induction program designed to train and guide new teachers and to identify those teachers who qualify for standard certification.

The Board will approve a plan for the induction of new teaching staff members and submit the plan to the Department of Education.

#### Professional Support Team

The Board shall, in accordance with State Board of Education rules, provide provisional teachers with the training and supervision of a professional support team composed of a Principal or his/her designee, and an experienced mentor teacher.

Support team members shall be appropriately certified, experienced, and cooperative staff members recognized for their discretion and helpfulness. Support team members shall be appropriately trained for participation in the induction program.

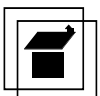
Mentor teachers shall, whenever possible, be in the same instructional area and school building as the provisional teacher.

#### Evaluation of Provisional Teachers

Both traditional and alternate route provisional teachers shall be formally evaluated by the building principal with input from appropriate building staff having evaluative responsibility.

#### Role of Mentor Teachers

Mentor teachers shall not participate in any way in decisions which may have a bearing on the employment or certification of provisional teachers. They shall not assess or evaluate the performance of provisional teachers unless they are appropriately certified administrators. Interactions between provisional teachers and experienced mentor teachers are formative in nature and considered a matter of professional privilege. Mentor teachers shall not be compelled to offer testimony on the performance of provisional teachers.



# POLICY

## MILLBURN TOWNSHIP BOARD OF EDUCATION

Section 3000 – Teaching Staff  
*3411/Page 2 of 2*

### Compensation for Support Team Members

Mentors shall be compensated in accordance with the fee schedule approved by the State Board of Education.

N.J.S.A.        18A:6-75 et seq.  
N.J.A.C.        6:11-5.1 et seq.

Adopted: 24 March 2008

