

## **581-018-0130**

### **Definitions**

The following definitions apply to Oregon Administrative Rules 581-018-0130 through 581-018-0151 unless the context requires otherwise:

- (1) "Administrator's Present Position" means being assigned in the role as a principal or a superintendent.
- (2) "Beginning Administrator" means a principal or superintendent who:
  - (a) Possesses an administrative license issued by the Teacher Standards and Practices Commission;
  - (b) Is employed as a principal or superintendent by a school district; and
  - (c) Has been assigned for fewer than two school years in the administrator's present position.
- (3) "Beginning Teacher" means a teacher who:
  - (a) Possesses a teaching license issued by the Teacher Standards and Practices Commission;
  - (b) Is employed at least half time, primarily as a classroom teacher, by a school district; and
  - (c) Has taught fewer than two school years, as a licensed teacher in any public, private, or state-operated school.
- (4) "Classroom Teachers" means all teachers who provide direct instruction to students.
- (5) "District" means a school district, an education service district, a state-operated school, or any legally constituted combination of such districts.
- (6) "Mentor " means an individual who:
  - (a) Is an acting or retired teacher, principal or superintendent;
  - (b) Has met established best practice and research-based criteria as defined by the State Board of Education by rule
  - (c) Possesses a teaching or administrative license issued by the Teacher Standards and Practices Commission;
  - (d) Has successfully served for five or more years as a licensed teacher, principal or superintendent in any public school; and
  - (e) Has been selected and trained as described in ORS 329.815.
- (7) "Mentorship program" means a program provided by a mentor to a beginning teacher or administrator that includes, but is not limited to, direct classroom observation and consultation;

assistance in instructional planning and preparation; support in implementation and delivery of classroom instruction; development of school leadership skills and other assistance intended to assist the beginning teacher or administrator to become a confident and competent professional educator who makes a positive impact on student learning.

(8) "Teacher" means a licensed employee of a common or union high school district, an employee of an education service district or a state-operated school who has direct responsibility for instruction, coordination of educational programs or supervision of teachers and who is compensated for services from public funds. "Teacher" does not include a school nurse as defined in ORS 342.455 or a person whose duties require an administrative certificate.

(9) "Mentoring" means a professional relationship between an educator and a skilled mentor. In a confidential and trusting partnership, the mentor supports the educator to transform practice through a process of reflection and inquiry. The goals of this collaborative and continuous work are: to accelerate instructional practice, ensure equitable learning for all students, retain effective educators, and empower educational leaders.

(10) "Culturally or Linguistically Diverse" means characteristics of a person, including:

(a) Origins in any of the black racial groups of Africa but is not Hispanic;

(b) Hispanic in culture or origin, regardless of race;

(c) Origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands;

(d) Origins in any of the original peoples of North American, including American Indians or Alaskan Natives; or

(e) A first language that is not English.

Stat. Auth.: ORS 326.051 & 329.795

Stats. Implemented: ORS 329.790 - 329.820

Hist.: EB 18-1988, f. & cert. ef. 3-16-88; EB 9-1990, f. & cert. ef. 1-30-90; ODE 2-2008, f. & cert. ef. 1-25-08; Renumbered from 581-020-0065 by ODE 43-2014, f. & cert. ef. 12-4-14; Renumbered from 581-020-0065 by ODE 1-2015, f. & cert. ef. 1-26-15

## **581-018-0145**

### **Grant Application**

Each district that wishes to participate in the beginning teacher and administrator mentorship program shall submit a formal application to the Department of Education. The application shall include:

- (1) A description of the priorities to be addressed by moneys received by a school district for the mentorship program, including:
  - (a) Efforts to increase the number of culturally and linguistically diverse educators hired; and
  - (b) Efforts to close the cultural and linguistic gap between the demographics of the district's teachers and administrators with the demographics of the students served by the school district.
- (2) The names of all eligible beginning teachers and administrators employed by the district and a description of their assignments and;
- (3) A description of the proposed mentorship program, which must provide at least 75-90 hours of frequent contact between mentors and beginning teachers and administrators, throughout the school year.
- (3) A description of the research based training that will be provided to mentors and beginning teachers and administrators.
- (4) A description of how the training will build relationships of trust and mutual collaboration with beginning teachers and administrators.
- (5) A description of the professional development mentors will receive before the school year begins and throughout the school year.
- (6) A school district shall certify in the application that no eligible beginning professional educators are or may be under a conditional license, except as provided for by rules of the Teacher Standards and Practices Commission.

Stat. Auth.: ORS 326.051 & 329.795

Stats. Implemented: ORS 329.790 - 329.820

Hist.: EB 18-1988, f. & cert. ef. 3-16-88; EB 9-1990, f. & cert. ef. 1-30-90; ODE 2-2008, f. & cert. ef. 1-25-08; Renumbered from 581-020-0075 by ODE 43-2014, f. & cert. ef. 12-4-14

## **581-018-0148**

### **Funding**

- (1) Subject to ORS 291.230 to 291.260, the Department of Education shall distribute grants-in-aid to qualifying school districts to offset the costs of beginning teacher and administrator mentorship

programs. A qualifying district shall receive annually an amount that is aligned with evidence-based best practices for beginning teachers and administrators approved for support.

(2) If the funds are insufficient for all eligible proposals, the Department of Education shall award grants on a competitive basis taking into consideration:

(a) Successful or promising efforts to increase the number of culturally and linguistically diverse educators hired; and

(b) Closing the cultural and linguistic gap between demographics of the district's teachers and administrators and the demographics of students served by of the school district; and

(3) Whether the school district is a small school district or serves a rural community.

Stat. Auth.: ORS 326.051 & 329.795

Stats. Implemented: ORS 329.790 - 329.820

Hist.: EB 18-1988, f. & cert. ef. 3-16-88; EB 36-1988, f. & cert. ef. 8-5-88; EB 9-1990, f. & cert. ef. 1-30-90; EB 25-1990(Temp), f. & cert. ef. 5-18-90; ODE 2-2008, f. & cert. ef. 1-25-08; Renumbered from 581-020-0080 by ODE 43-2014, f. & cert. ef. 12-4-14; Renumbered from 581-020-0080 by ODE 1-2015, f. & cert. ef. 1-26-15