

## **Beginning Teacher and Administrator Support Program**

### **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;

(23) A description of the proposed mentorship program, which must provide at least 75-90 hours of frequent contact, ~~totaling a minimum of 90 hours~~ 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. ~~geographic and demographic diversity.~~

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