Southern Oregon Mentor Consortium Blended Model

Blended: Full-Release Mentor PLUS Building/District Colleague Mentor

Beginning educators work with a full-release mentor AND receive support from inbuilding/district colleague mentor.

Both mentors have defined roles with specific expectations, responsibilities, and receive research-based professional learning to develop mentoring skills.

Full-release mentor focuses on instructional components that include goal setting, observations, formative feedback, and reflective conversations.

In-building/district mentor provides daily onsite support and frequent face-to-face check-ins



Organization Chart

District Office Administrator

At the heart of this model is shared leadership. Communication, collaboration, and coordination are fluid and responsive to the needs of all stakeholders.

Regional Director Southern Oregon Mentor Consortium

Collaborate with SOMC Director and District Mentor PLC Leader. Commit to meeting with all SOMC district office administrators and regional director 3 times/year to help monitor the program, align district initiatives, analyze data, identify strengths, and discuss continuous improvement.



Meet with SOMC Director and other district PLC Leaders monthly. Help maintain high quality standards and accountability.

Collaborate, plan, and facilitate district PLC meetings. Support ODE mentor grant goals and continued PD for mentors.

Communicate and collaborate with D.O. Administrator, District Mentor PLC Leader, Support mentors (hiring, PD, and troubleshooting). Coordinate induction activities and PD for new educators. Help manage grant budget, payroll, data analysis, reporting, accountability measures, and continuous improvement. Engage with and support ODE Mentor Network activities.

> Full-Release Mentor*



Responsible for at least 30 hours of targeted support (i.e. daily onsite support and frequent face-to-face check-ins)

Attend District Mentor PLC's monthly (researchbased professional learning embedded to help develop mentoring skills). Collaborate with Full-Release Mentor as needed to coordinate support for new educator.

Record and report mentoring activities and time spent to the Full-Release Mentor.

* District Mentor PLC Leader and Full-Release Mentor may be the same person in some cases.



Model conceptualized by Dr. Heidi Olivadoti June 21, 2017

Responsible for at least 60 hours of targeted support focused on instructional components (i.e. goal setting, observations, formative feedback, and reflective conversations).

Record and report mentoring activities and time on the ODE mentor log, including building mentor's activities and time.

Attend District Mentor PLC's monthly and Regional PLC's 3 times/year.

Full participation in ODE approved researchbased professional learning to develop mentor skills REQUIRED