



Department: Instruction  
Policy Number: INS-A072  
Effective Date: 07/28/14

ADMINISTRATIVE POLICY

The online version of this policy is official.  
Therefore, all printed versions of this document are unofficial copies.

**MENTORING FOR NEWLY-HIRED TEACHERS**

*Induction* is a term used to describe the professional support provided to new teachers. It is the philosophy of the Clarksville-Montgomery County School System that teachers are “new” if they did not teach with CMCSS in the previous year. Induction activities include mentoring, collaboration with other newly-hired teachers and their colleagues, and professional learning activities designed to strengthen teachers’ skills and ultimately improve student outcomes. Teacher induction is not additional training; instead, the district induction program is designed to bridge gaps in newly-hired teachers’ knowledge and to acclimate them to teaching in CMCSS.

It is the policy of the Clarksville-Montgomery County School System for all newly-hired teachers to be mentored by at least one experienced teacher during their initial two years of employment. All newly-hired teachers with Job-Embedded Practitioner Licenses will be mentored according to state requirements for license renewal and advancement. All newly-hired teachers, regardless of their previous years of experience, need mentoring to help them learn the CMCSS goals and strategic work, as well as school improvement goals, non-negotiables, and school-specific procedures.

Newly-hired teachers required to be mentored during their initial two years with CMCSS and who qualify for all “new teacher” in-service and training offered through the district’s induction program include:

- Teachers with no previous years teaching experience
- Veteran teachers from other districts within Tennessee, regardless of their previous years of experience
- Veteran teachers from other states, regardless of their previous years of experience
- Teachers with Job-Embedded Practitioner Licenses

Mentoring activities for teachers who change schools during their initial two years of employment with CMCSS will continue to be mentored during their initial two years with CMCSS and will qualify for all “new teacher” in-service and training offered through the district’s induction program. This policy does not apply to teachers with three or more years of experience in CMCSS who change schools.

Principals have the discretion to extend mentoring for teachers on a case by case basis.

**Implementing Procedures:** None.

**Associated Documents:** [PRD-F013 Mentor Assignments for Newly-Hired Teachers](#)  
[TDOE Educator Licensure Policy](#)

**Revision History:**

<u>Date:</u>	<u>Rev.</u>	<u>Description of Revision:</u>
7/15/2013	IR	
7/28/14	IR	Changed policy Department from Human Resources to Instruction; reassigned policy number; updated Implementing Procedures

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|---------|---|--|
| 4/16/15 | A | Removed reference to Implementing Procedures (minor change).   |
| 5/23/16 | B | Changed Transitional license to Job-Embedded Practitioner License throughout. Updated hyperlink to TDOE Educator Licensure page. |

**\*\*\* End of Policy \*\*\***