



## **4105.1: MPS INDUCTION PROGRAM - NEWLY-EMPLOYED CERTIFICATED OR LICENSED STAFF**

**The purpose of the MPS Induction Program is to maximize staff potential and impact student achievement by cultivating relationships that foster personal growth and effectiveness in the District.**

**I. All first-year and newly-employed certificated or licensed staff members (in their first three years of employment) will participate in the MPS Induction Program.**

**II. Definitions:**

**A. Staff members participating in the MPS Induction Program are newly-employed certificated or licensed staff members.**

**B. A mentor will be defined as a certificated or licensed staff member who has been employed by the District for a minimum of three (3) years, who is not the first-year or newly-employed staff member's supervisor, or an administrator in the District, who is regularly employed by the District for the instruction of students, who has received mentor training, who has demonstrated the competencies necessary for successful teaching, and who assists a first-year or newly-employed staff member toward mastery of teaching competencies. A mentor is assigned a mentee by his/her building principal, supervisor, or Leadership & Learning Department designee and is paid a stipend for providing mentoring services to a first-year or newly-employed staff member. Participation is voluntary for the mentor.**

**C. A buddy will be defined as a certificated or licensed staff member who has not completed the mentor training, but has been identified by his/her building principal or supervisor as demonstrating the competencies necessary for successful teaching and is deemed appropriate to assist a first- year or newly-employed staff member toward successful assimilation into the District and building culture. A buddy is assigned a newly-employed staff member by his/her building principal, supervisor, or Leadership & Learning Department designee. A buddy is not eligible for a stipend.**

**D. A mentee will be defined as a first-year or newly-employed certificated or licensed staff member who has been assigned a mentor.**

**E. A curriculum contact will be defined as a certificated or licensed staff member who has been identified as demonstrating the competencies necessary for successful teaching and is deemed appropriate to assist a first- year or newly-employed staff member toward master of teaching competencies. A curriculum contact is assigned a PreK-12, first- year or newly-employed staff member specialist only when that first-year or newly-employed staff member specialist is the only specialist in his/her position in the building. A curriculum contact is assigned by the Leadership & Learning Department designee. A curriculum contact is paid a stipend when they are a trained district mentor.**

**F. A Critical Friends Group Facilitator will be defined as a certificated or licensed staff member who has**

been identified by his/her building principal or supervisor as demonstrating the competencies necessary for successful teaching and is deemed appropriate to serve as a Critical Friends Group Facilitator to a group of certificated or licensed staff members who are in their second year of employment with the district.

**G. A Peer Coaching partner will be defined as a certificated or licensed staff member who has been identified by his/her building principal or supervisor as demonstrating the competencies necessary for successful teaching and is deemed appropriate to participate in Peer Coaching as a partner to a certificated or licensed staff member who is in his/her third year of employment with the District.**

**III. The MPS Induction Program will include but not be limited to the following.**

**A. Year One: Assignment of a mentor, buddy, or curriculum contact as appropriate for each first-year or newly-employed staff member. This assignment, along with supervision from the building principal, is intended to ensure support for each first-year or newly-employed staff member, assistance toward the mastery of teaching competencies, and successful assimilation into the District and building culture. A mentor handbook outlining procedures, roles and responsibilities is provided to all mentors, mentees and administrators.**

**B. Year Two: Assignment to a Critical Friends Group will be made for each certificated or licensed staff member in his/her second year of employment with the District. This assignment, along with supervision from the building principal, is intended to ensure that this certificated or licensed staff member gains increased understanding of the Indicators of Effective Teaching and Learning in the Millard Instructional Model.**

**C Year Three: Assignment of a Peer Coaching partner will be made for each certificated or licensed staff member in his/her third year of employment with the District. This assignment, along with supervision from the building principal, is intended to ensure that this certificated or licensed staff member gains increased understanding of the Indicators of Effective Teaching and Learning in the Millard Instructional Model.**

**D. Information about the MPS Induction Program will be communicated on the Leadership & Learning website.**

**Date of Adoption**

**February 5, 2001**

**Date of Revision**

**October 7, 2002**

**March 19, 2007**

**March 15, 2010**

**April 4, 2016**

September 6, 2022

March 18, 2024

### **Related Policies and Rules**

**[4105: District Induction Programs: MPS Induction Program - New Administrator Induction Program](#)**

**[4105.2: New Administrator Induction Program](#)**

### **Legal Reference**

**Neb. Rev. Stat. § 79-761**

**Title 92 Nebraska Administrative Code, Chapter 26**