

2022-2023 Mentor Job Description & Program Overview

This mentorship program will support the development of NEA NM member leaders. By providing mentorship, NEA NM and the Center for Community Schools will advance social justice in education by ensuring that all educators are prepared to design inclusive spaces for all learners by employing anti-racist, community-based, identity-affirming, and culturally and linguistically responsive practices in their classrooms.

This mentorship program will provide meaningful opportunities for personal and professional connections between mentees and mentors, assuaging early career educators' feelings of being "unprepared" for the complex work of teaching and understanding the nuances of professional practices. Support is aimed to be timely, relevant, and flexible.

Mentors will be expected to connect with mentees for 2-5 hours per month beginning in October 2022. These hours can be divided into multiple meetings. Meetings should be scheduled and designed to meet the needs of the mentee.

By cultivating a successful mentoring program, we will positively impact retention and leadership development.



Mentor Selection Criteria

- Active member within NEA NM.
- Recognition as exemplary classroom teacher and professional role model within NEA NM.
- Current or former classroom teacher with record of at least three years of successful teaching experience with a wide range of students.
- Strong subject matter and/or grade-level appropriate knowledge.
- Effective interpersonal and communication skills.
- Credibility with peers and administrators.
- Respect for multiple perspectives.
- Experience working effectively with linguistically and culturally diverse students and special populations.
- Values confidentiality in mentoring process and able to maintain confidentiality in mentoring relationships.
- Commitment to personal and professional growth and learning.
- Willingness to acquire the knowledge and skills needed to be an effective mentor.
- Willingness to work collaboratively with beginning teachers, mentors, and program leadership.
- Knowledge of/willingness to learn about beginning teacher development.
- Commitment to improving the academic lives of all students.

Source: E. Davis. Making Mentoring Work, Roman & Littlefield, 2014.

Additional Information

Stipend Information:

A mentor will receive a stipend of \$3,000 for their successful engagement in this learning opportunity upon successful completion of program benchmarks. \$1,500 will be paid out at the end of the first semester. \$1,500 will be paid out at the end of the second semester.

How to Get Involved:

If you would like to become an NEA NM Mentor, please reach out to Angelia Ebner at centerforcommunityschoolsneanm@gmail.com with your resume and a letter of reference. Your letter of reference can be from a past or present supervisor or colleague, who has direct knowledge of your teaching experience.



Proposed Mentor Calendar

September 2022

- Mentor/Mentee Selection
- Virtual Mentor Onboarding
- Mentor/Mentee Program Meeting 1
- Mentor/Mentee Connect

October 2022

- Virtual Mentor Training 1
- Mentoring Begins and Continues Through June

December 2022

- Mentor/Mentee Program Meeting 2
- First Semester Program Reflections and Feedback Due

February 2023

- Virtual Mentor Training 2

April 2023

- Virtual Mentor Training 3

June 2023

- Mentor/Mentee Program Meeting 3
- Second Semester Program Reflections and Feedback Due
- Possible Panel and Conference Participation