

McFarland Mentoring Program

State Superintendent's Professional Standards Council for Teachers
April 30, 2024



Meeting the needs of every learner, every day.

Overview

My mentoring history

McFarland Mentoring program history

Current mentoring practices in McFarland

Mentoring program success stories

Potential next steps

My Mentoring History



- 2005 First year teacher, Janesville, WI
- 2007 transferred to McFarland
- 2010-11 first opportunity to mentor



History of McFarland Mentoring Program



- 2002 begin training mentors
- By 2006, 45 teachers had completed mentoring training through DCNTP
- Projected by August 2007, all team leaders complete mentoring training
- Provide mentors to veteran new colleagues
- Emphasis on improving practice, community and reflection

Current Mentoring Practices

- Part-time full release mentor (retired teacher)
- 1:1 mentors
- Most trained mentors paired with newest new teachers
- Continue to provide mentoring support to veteran new colleagues
- Differentiated level of expectation for mentors across years 1-3 and beyond
- Strong connection with DCNTP workshops and training



Success Stories





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Next Steps

- Failed operational referendum on April 2nd
- Fewer new teachers and mentors next year
- Focus project
 - Summer 2022 - defining mentoring expectations
 - Summer 2023 - mentoring website
 - Summer 2024 - planning monthly new teacher PD sessions

Thank you!

Questions and Discussion

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