



About the Teacher Mentor Program...

The Teacher Mentor Program (TMP) was developed through an interest based bargaining process and remains a collaborative effort between School District U-46 and the Elgin Teacher's Association (ETA) outlined in Addendum C of the Elgin Agreement. Experienced teachers new to the district will receive the support of a mentor for one year while teacher new to the profession will receive two.

The Teacher Mentor Program leverages the expertise of seasoned teachers for the purpose of providing support to new teachers in U-46 through developing trusting relationships, collaborative communities, enhancing professional satisfaction, and offering engaging professional growth and reflection opportunities using the Charlotte Danielson Framework for Teaching designed to positively impact student learning

The Teacher Mentor Program provides a robust induction program based on the Charlotte Danielson Framework for Teaching leading to the retention of high quality teachers and their ongoing development which results in student achievement.

The Teacher Mentor Program has a series of requirements that will be completed by the Mentor and Mentee throughout the year that include observations of professional practice and reflective, learning focused conversations. These requirements are research based and have been created to support the growth and development of our new teachers.

The Teacher Mentor Program also supports our new teachers with their Professional Growth component of the Teacher Appraisal Plan. Through our quarterly meetings we provide differentiated professional learning focused on Domains 1 and 4 of the Framework for Teaching.

Request for Exemption

If you have prior experience in School District U-46 and have already completed all of the requirements for the TMP, you can apply for exemptions from the Teacher Mentor Program. This request must be submitted within 5 days of your start date. Your request will be reviewed by the TMP Oversight Committee. Please note: If you are granted exemption, you are still required to complete a TAP Portfolio [Click here to access the Request for Exemption Form](#)

U-46 Mentors

The Mentors in School District U-46 have completed an application process, submitted letters of recommendation, and have completed training. Mentors have a minimum of 4 full years of teaching experience, with at least two of those years being in School District U-46.

About the Matching Process...

Matches between mentees and mentors are made by the TMP Oversight Committee. We look to match our mentees with mentors that have similar roles and are near one another. We also do our best to honor requests by our mentees. Please reach out to the TeacherMentorProgram@u-46.org if you have any questions regarding your match.

