

2026-2027
Mentoring Program
Requirements and
Structure



Erin Jacobson, ecjacobson@nd.gov
Marijke Leibel, mleibel@nd.gov

First-Year Teacher

- One-on-One Conferencing - 15 hours per semester (2 hours can be undocumented/informal)
- Be observed by your mentor - 3 times per semester.
- Video Recording and Reflection - 1 time per semester
- Observe other teachers - 6 hours fall and 3 hours spring.
- Triad Meeting - 2 times per year

TOTAL = 49 hours over the course of the year

Second-Year Teacher

- One-on-One Conferencing – 8 hours per semester (2 hours can be undocumented/informal)
- Be observed by your mentor and/or Video Recording reflection – 2 times per semester.
- Observe other teachers - 6 hours over the course of the year.
- Triad Meeting – 2 times per year

TOTAL = 28 hours over the course of the year

New Mentor

Training Requirements:

- Complete New Mentor training – 12 hours in person OR online
- Invited to participate in online professional learning to earn continuing education credits.

Repeat Mentor

*Completed initial training and mentored in the last 4 years

Training Requirements:

- Invited to participate in online professional learning to earn continuing education credits.

Mentor Stipends

- Submit stipend request - 2 times per year.
- Mentor teacher stipend for 1st year teacher = \$900 or \$1000 for advanced mentor per semester
- Mentor teacher stipend for 2nd year teacher = \$700 per semester or \$800 for advanced mentor per semester

Becoming an Advanced Mentor:

- Successful completion of Mentoring three beginning teachers for a full year in the ND RISE Mentoring Program
- Complete the New Mentor Training through the ND RISE Mentoring Program
- Earn an additional \$100 per semester stipend as an advanced mentor

Administrator

- Select and enroll participants in the Mentoring Program.
- Meet with mentor and beginning teacher in the fall and winter.
- Verify completion of Mentoring Program requirements.