




Our Goal

We want to develop teachers who are thinkers and problem-solvers, who ask questions about their practice, and constantly seek solutions, who are committed and passionate advocates for learning for all children.

 New Teacher Center

Who is Eligible?

First-year teachers eligible to participate are those who are in their first year of contracted teaching and are employed by a public school district, Career and Technical center, special education unit, BIE school or REA. Teachers in private schools are not presently eligible.

The Teacher Support System was established by the North Dakota Legislature to provide trained mentors for first-year teachers in North Dakota.

2018



NORTH DAKOTA
TEACHER
SUPPORT
SYSTEM

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North Dakota Mentoring Program



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North Dakota Teacher Support System

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The Teacher Support System (TSS) Provides:

- Administrator training
- Mentor training
- Travel expenses
- A structured program for all participants
- Online class for first-year teachers
- Seminars and online courses for mentors
- Stipends for mentors

*We are committed to supporting new teachers
as they strive to meet the needs of all students.*

Mentors

- Participate in a two-day initial training (can be taken for credit)
- Participate in 30 hours of one-on-one conferencing time with first-year teacher
- Observe and record the first-year teacher and provide feedback
- Participate in Seminar and online course
- Receive a stipend from the NDTSS

First-year Teachers

- Participate in 30 hours of one-on-one conferencing time with mentor
- Are observed and recorded by mentor
- Observe other teachers
- Can participate in online class to earn continuing education credits for these activities

Building Administrators

Building administrators complete a one-time, online training to help them understand the program, select the most effective mentors, and support both the first-year teacher and the mentor.

Mentor Selection

Key Criteria for Mentor Selection

- The following are factors that are considered assets but are not absolutely necessary:
 - Close proximity of working locations of the mentor and first-year teacher
 - Similarity of job descriptions
- Other arrangements are possible; please call us and we'll help you brainstorm how to find the best mentor for your new teacher.

Critical Selection Criteria

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- Strong interpersonal skills
- Credibility with peers and administrators
- A demonstrated curiosity and eagerness to learn
- Respect for multiple perspectives
- Outstanding instructional practice



Our goal is to support first-year teachers. How can we help you?

For more information, contact Erin Jacobson. ecjacobson@nd.gov 701-328-9644