



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.

2017



NORTH DAKOTA
TEACHER
SUPPORT
SYSTEM

2718 Gateway Ave, Suite 204
Bismarck, ND 58503-0585



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
- Training expenses
- A structured program for all participants
- Online class for first-year teachers
- Seminars and classes for mentors
- Stipends for mentors

*We are committed to helping
new teachers get better faster.*

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 Advanced Mentor Class
- Receive a stipend from the TSS

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

- A full-time classroom teacher can only mentor one beginning teacher
- 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 job is to support first-year teachers. How can we help you?

For more information, contact teachersupport@nd.gov 701-328-9644