

## Beginning Teacher Mentor Incentives

Teachers who qualify to mentor a Beginning Teacher and, therefore, qualify for the Beginning Teacher Mentor incentive must “Meets Growth” or “Exceeds Growth” when a teacher has any EVAAS data from the previous school year. If a teacher has growth data from multiple subject/content areas, the “Student Growth Measure” will be used. If a teacher does not have EVAAS data, the teacher must be “Accomplished” or “Distinguished” on NCEES Standard IV Summative from the previous school year. A Teacher Mentor can support one or two Beginning Teachers. The Teacher Mentor must successfully complete the portfolio requirement to be eligible for compensation.

Eligible teachers who take on the additional responsibility and leadership role of serving as a Mentor Teacher for Beginning Teachers (teachers in their first three years as an educator) will be eligible for an incentive of \$750 per year to mentor one Beginning Teacher or \$1,500 per year to mentor two Beginning Teachers. A Mentor Teacher can only earn an incentive for mentoring up to two Beginning Teachers.

If a Beginning Teacher does not remain employed in an eligible position in an EPIC school through the last day of school, the Mentor Teacher’s award will be pro-rated based on instructional days (student days and required workdays) in which the Mentor Teacher supported the Beginning Teacher. To earn the prorated amount, the Mentor Teacher must submit the portfolio components for the time that the BT was employed.

Eligibility for Beginning Teacher Mentor Compensation							
NCEES Standard IV Rating					EVAAS Growth Score		
Not Demonstrated	Developing	Proficient	Accomplished	Distinguished	Does not Meet	Meets	Exceeds
			✓	✓		✓	✓
<p><u>Requirements:</u> Teachers who qualify to mentor a Beginning Teacher and, therefore, qualify for the Beginning Teacher Mentor incentive must “Meets Growth” or “Exceeds Growth” when a teacher has any EVAAS data from the previous school year. If a teacher has growth data from multiple subject/content areas, the “Student Growth Measure” will be used. A Teacher Mentor can support one or two Beginning Teachers. The Beginning Teacher Mentor must successfully complete the portfolio requirement to be eligible for compensation.</p>							

### Portfolio Documentation

To earn the BT Mentor incentive, eligible mentors must attend all EPIC-sponsored BT Mentor Training events (2 per school year) and complete and upload a portfolio of artifacts documenting their support of the Beginning Teacher.