



LEARNING FORWARD'S

# Texas Mentor Teacher Academy

*Supporting Texas  
districts through the  
Mentor Program  
Allotment*

*Application Deadline  
December 18*

**Give new  
Texas teachers  
the support  
they need  
from a highly  
qualified  
mentor.**

Recognizing the critical need for Texas districts to retain and support new teachers, the Texas Education Agency established the Mentor Program Allotment (MPA), providing districts up to \$100,000 in funding to develop and support mentor teachers.

As a Texas-based, TEA-approved mentor training provider, Learning Forward can help you implement a research-based, customized support program for your mentors that reflects best practices in adult learning, meets the requirements of the MPA, and ensures that your beginning teachers have the support they need from a highly qualified mentor.

**The MPA Cycle 2 application deadline is December 18.**

**WHAT WE DO.** Our support for mentor teachers includes:



Understanding mentor roles, responsibilities, and expectations



Applying a three-phase mentoring cycle



Establishing and maintaining trust with beginning teachers



Conducting classroom observations



Mentoring for classroom management



Analyzing observation data

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# Texas Mentor Teacher Academy

Give your new teachers the confidence they need through **support from a highly qualified mentor**.

## About the Mentor Program Allotment (MPA)

- Districts may apply for \$2,000 in funding per beginning teacher (teachers who have been in the classroom less than two years), up to \$100,000, to work with an MPA-approved provider;
- Funding may be used for release time for mentors and beginning teachers, mentor stipends, and mentor provider partnerships;
- Mentor training partnerships must be through a TEA-approved mentor training program;
- Application window: November 2-December 18, 2020;
- TEA will notify districts of their application status in February 2021;
- Districts begin implementing mentor programs during the 2021-2022 school year.

## BEST MENTORSHIP PRACTICES

Learning Forward's Mentor Teacher Academy explicitly addresses each of the five key topics included in the TEA's application process:

1. Effective mentoring partnerships
2. Coaching cycles
3. Data-driven instructional practices
4. Lesson planning
5. Learning environment

Learning Forward's Mentor Teacher Academy is a customized, multi-day, blended learning experience for Texas districts seeking to provide beginning teachers with an experienced, knowledgeable, highly effective mentor. The Academy reflects the program requirements of a research-based, state-approved program as described by the TEA. The Academy is grounded in a Mentoring Cycle of diagnosing needs, providing coaching support to address those needs, and monitoring progress to measure growth and evaluate impact utilizing a "Plan, Do, Study, Act" process for growth and improvement.

## MENTOR TEACHER ACADEMY OUTCOMES

We help mentor teachers develop skills and strategies to:

- Build strong relationships and effectively communicate with beginning teachers, including providing ongoing support in a virtual space;
- Apply adult learning theory and understanding of new teacher mindset to the mentoring role;
- Apply a "Diagnose, Coach, Monitor Progress" mentoring cycle grounded in relationship-building and communication strategies;
- Diagnose and prioritize beginning teachers' strengths and areas for growth in the areas of classroom management, instruction, and content-specific pedagogy;
- Design and implement a mentoring support plan to develop beginning teacher knowledge and skills and appropriately differentiate coaching strategies;
- Monitor beginning teacher progress and determine next steps for ongoing mentoring;
- Deepen their own content knowledge and content-specific pedagogy in order to support new teachers' instruction and appropriate use of formative and summative assessments;
- Support beginning teachers in using culturally responsive teaching techniques and understanding the unique needs of the students and families they serve.

For more information on Learning Forward's TEA-approved Mentor Teacher Academy, or for questions about how we can support your MPA application, contact Tom Manning, Senior Vice President of Professional Services, at [tom.manning@learningforward.org](mailto:tom.manning@learningforward.org).



THE PROFESSIONAL LEARNING ASSOCIATION

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