



BSD#7 LRSP Strategic Objective ACTION PLAN: 2010-11

2.09 HR New Employee Orient & Mentor

Action Plan Projected Completion Date: On-Going	Leader: Director of Human Resources Team Members: District Mentoring Committee
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Strategic Objective (SO): 2.09 Design and implement a District-wide new employee orientation and mentoring program.

Evaluation Plan: (Describe steps you'll take to determine if you've reached your strategic objective.) The District will develop and implement survey instruments and feedback sessions from both the mentors and mentees to continually improve the mentoring process.

Best Practice Investigation: (What information is uncovered looking at best practice in relation to your strategic objective?) The District Mentoring Team received training from the Montana Office of Public Instruction on development and implementation of effective mentoring programs in the summer of 2008. The District team has adopted and modified materials from the OPI workshop as well as "Mentoring Matters: A Practical Guide to Learning-Focused Relationships", Laura Lipton and Bruce Wellman, Second Edition, February 2003, Mira Via, Sherman, CT.

Action Steps	Who?	Timeframe
What actions will be taken to achieve this SO? Include what staff may need to learn to accomplish this SO.	Who will be responsible for what actions?	What is a realistic timeframe for each action?
1. Provide On-Going monitoring and assessment of the program. a. New Teacher Self Inventory b. Mentor Survey	1. District Mentoring Committee	1. On-Going
2. Provide On-Going monitoring and assesment of the Administrator orientation and mentoring process.	2. Human Resource Director	2. On-Going

In a year, we hope to see the following progress on this strategic objective: Continual assessment and revision of the District Mentoring Program to improve the successful transition of newly hired teachers and administrators the the Bozeman School District.