



## **LRSP Status Report – June 2011**

### **2.09 HR New Employee Orient & Mentor SR 2011**

#### **Strategic Objective (SO):**

2.09 Design and implement a District-wide new employee orientation and mentoring program.

**Department/School:** Human Resources

**Leader:** Pat Strauss

#### **Team Members:**

District Mentoring Committee

District Administrative Team

#### **In a year, we hope to see the following progress on this strategic objective:**

We will continue to monitor and collect information on our new employee orientation and mentoring program for our certified and administrative staff.

#### **PROGRESS SUMMARY**

2008-2009 was the implementation year of the new administrator mentoring program. Continual feedback and evaluation is on-going.

1. Development of District mentoring plan for new teachers and administrators.
2. Development of District training plan for Mentors.
3. Implementation of Year one District mentoring program for new teachers and administrators.
4. Development of survey instruments and collection of year one feedback from Mentors and new employees.
5. On-going data collection and feedback collection to look at continual improvement.

2009-2010 was the implementation year of the new teacher mentoring program. Mentors and mentees received orientation to the program. A Mentoring Program manual was provided with resources for topics, dates and reflection to assist the mentor and mentee. This is an on-going implementation. The District Mentoring Committee will continue to meet to review feedback and improve the program.

2010-11 the program continued and the committee will continue to meet to review and revise the program to meet the needs of our new employees.