Sudbury Catholic District School Board
Mentor Recommendation Letter
From School Principal
For Admittance Into the Board's NTIP Mentor Pool

Understanding that mentoring is an integral part of the induction of beginning teachers into our profession and understanding my role as a school principal in the New Teacher Induction Program (NTIP) to be one which:

- provides /arranges the formal school orientation per school checklists
- introduces and reviews regularly the Individual NTIP Strategy Form
- helps match appropriate mentor and protégé
- ensures that job embedded learning occurs at the school level
- introduces the TPA and evaluates the new teacher through two Teacher Performance Appraisals within the first twelve months of protégé employment

I recommend that _____ be included in our Board's NTIP mentor pool as she/he:

- has a minimum of 5 years continuous teaching experience and has successfully completed the teacher performance appraisal process
- is a current or retired teacher of one of the three local bargaining units
- is a member in good standing with the Ontario College of Teachers
- is committed to a minimum of one year as a mentor with access at any time to the safe exit strategy
- consistently demonstrates the following mentor qualities as **consultant** (offering support and providing resources), **collaborator** (creating challenge and encouraging growth), and **coac**h (facilitating professional vision)

CONSULTANT
- demonstrates leadership qualities in the school
- is an effective communicator in promoting new initiatives to colleagues
- implements best practice teaching/learning strategies with all classes

COLLABORATOR
- continues personal professional learning and growth to develop new skills and refine existing skills

COACH
- lives the beliefs and practices outlined in the MOE draft resources *Growing Success K-12* and *Learning For All K-12*
- has developed a risk-free classroom environment that supports collaborative learning and mutual respect (e.g. TRIBES trained)

_____   _____
Signature – Principal   Date