



## Shedding Some Light

### WHAT DOES IT MEAN TO BE A BEGINNING TEACHER?

- The Beginning Teacher Support Program is designed to support teachers during their first 3 years of teaching.
- **MENTORS:** All BTs will be assigned a veteran mentor teacher who will offer support, suggest instructional and other classroom strategies, and answer questions. BTs and mentors should meet at least once per week and document meetings on the mentor log.
- **PDPs:** BTs should complete a PDP (Professional Growth Plan) at the beginning of each school year. Beginning teacher PDP's (as well as veteran teachers) are based on the teacher self assessment – using the Rubric for Evaluating North Carolina Teachers, the BT shall rate his or her own performance at the beginning of the year and reflect on his or her performance throughout the year
- **OBSERVATIONS:** One of the best ways to receive feedback about classroom instruction is to have classroom observations from an administrator or veteran teacher. BTs are required to have at least 4 formal observations per year: 3 by an administrator and 1 by a peer teacher (the mentor will NOT conduct a formal observation, but will most likely conduct informal observations occasionally for feedback purposes). A summative evaluation will be completed at the end of each year.
- **LICENSURE:** BTs will hold an initial license for the first THREE years (Standard Professional 1). After Year 3, the teacher may be recommended for a continuing license (Standard Professional 2).
- **CONTRACTS:** BTs hold probationary contracts for the first FOUR years of their careers All contracts require local board of education approval.
- **PROFESSIONAL DEVELOPMENT:** There are many helpful workshops that BTs will have the opportunity to attend. Local workshops may be offered through Ashe County's SEA System (see [www.ashe.k12.nc.us](http://www.ashe.k12.nc.us)). The NWRESA is also a valuable resource (see [www.nwresa.org](http://www.nwresa.org)). All teachers who are new to Ashe County are required to attend the North Carolina Teacher Evaluation Process and McREL online trainings within the first two years of employment. New teachers are also required to attend New Teacher Orientation at the beginning of their first full year of employment. BTs will be notified of other required meetings scheduled by their principal, by Lesia Nave (Director of Human Resources), Phil Howell Testing/Accountability/Curriculum Director), or other directors that aligned with your certification/speciality. Teachers should keep certificates of all professional development opportunities in which they participate and attach copies to a completed professional development log at the end of each school year. Licensure renewal credits will be required after, but not until, the Standard Professional License 2 has been established.
- For more information, see NC State Board Policy QP-A-004 or contact Lesia Nave if you have questions ([lesia.nave@ashe.k12.nc.us](mailto:lesia.nave@ashe.k12.nc.us) or 246-7175). **Thanks for choosing Ashe County Schools!**

### **IMPORTANT DOCUMENTATION TO KEEP:**

**Mentor Log\***

**Copies of all observations and summative evaluations (electronically)**

**Staff Development Log (and all workshop certificates)\***

*\*For BTs, these documents will be turned in to principals at the end of each school year.  
Remember to keep a copy for yourself!*