



## **TALENT TOGETHER MENTOR TEACHER - JOB DESCRIPTION**

### **Who We Are**

Talent Together is a consortium of 56 Intermediate School Districts (ISDs) and Regional Educational Service Agencies (RESAs). The consortium has committed to working closely together and with key partners, including colleges and universities, the Michigan Department of Education, the Department of Labor, and the Michigan Educator Workforce Initiative to design and implement a suite of programs that provide pathways into the teaching profession.

Talent Together seeks to provide equitable access and opportunity to the teaching profession by eliminating barriers and providing multiple levels of support to ensure candidates can complete a high-quality teacher preparation program. We acknowledge and respect participants' diverse identities, cultures, and traditions and create environments where participants feel a sense of belonging so that, ultimately, children across Michigan learn from a more diverse and well-prepared teacher workforce.

### **What We Do**

The Talent Together consortium has pledged to significantly increase access to the teaching profession by innovating to overcome common barriers such as the cost of coursework and the need to earn a living wage while seeking certification. By creating a Registered Apprenticeship Program that includes job-embedded coursework and comprehensive on-the-job support and learning from expert teachers, our consortium will create more opportunities for people in communities across our state, many of whom are already working and serving students in our schools, to successfully join and remain in the teaching profession.

### **What You'll Do**

As a Mentor Teacher, you will play a critical role in supporting Apprentice Teachers to develop into excellent, fully credentialed educators. Mentor Teachers will model competencies of excellent instruction, including classroom management, use of high-quality instructional materials, high expectations for student learning, cycles of planning, and student work/assessment data analysis. Mentor Teachers will be responsible for Apprentice completion and assessment of Department of Labor Apprenticeship Standards. In this year-long apprenticeship program, as a Mentor Teacher you will serve in a role similar to an instructional coach for the apprentice, demonstrating the competencies of: modeling, co-teaching, observing, collaborating, and culturally responsive teaching. You will engage in professional learning with a Talent Together Teacher Leader Facilitator to develop competencies as an effective mentor and coach.

### **Minimum Qualifications**

- Bachelor's degree (or higher) from an accredited college or university

- Valid Michigan teacher certification and at least 3 years teaching experience in the applicable certification area and/or grade level(s)
- Deep understanding of the Michigan Standards for the applicable certification area(s), including highly aligned assessment(s), and curriculum
- Summative evaluation rating of effective or highly effective on two most recent teacher evaluations
- Recommendation from building principal or direct supervisor
- Ability to engage in reflective practices to continually assess and improve one's own cultural competence and mentorship strategies
- Demonstrated success impacting student achievement gains
- Willingness to study and implement current research-supported instructional and adult learning practices
- Approach teaching and learning practice with a growth mindset and openness to feedback, looking to grow your own craft
- Ability to engage in professional learning in and incorporate culturally responsive teaching practices in lesson planning and classroom management

### **Essential Duties and Responsibilities**

- Participate in regular Professional Learning Sessions outside of school working hours
- Work alongside Talent Together Teacher Leader Facilitator to enhance personal instructional practices
- Create a welcoming and inclusive environment for your Apprentice
- Evaluate Apprentice Teacher progress towards Registered Apprenticeship Program standards/competencies
- In collaboration with the Talent Together Facilitator, facilitate a goal-setting process with the Apprentice Teacher around professional teaching standards and student data to inform instruction.
- Provide ongoing and actionable feedback to the Apprentice Teacher throughout the Apprenticeship, grounded in objective examinations of instructional practice
- Provide a summative evaluation of the Apprentice Teacher's performance.
- Collaborate regularly with Talent Together staff, Model Teachers, and other Mentor Teachers to provide additional support as needed
- As a federally monitored program through the Department of Labor, it is a requirement of the position that mentors record apprentice progress with the standards of registered apprenticeship.
- 4-6 hours monthly anticipated time commitment outside of school contract hours
- Participate in a 2-day Mentor Teacher Onboarding Conference in August

### **Compensation**

Talent Together Mentor Teachers will be paid a stipend of \$7,500/year, paid in two installments. Professional Learning Sessions are eligible for SCECH credits.



## How to Apply

Interested candidates should submit a resume, application questions, and provide contact information for one professional reference.

