



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

### **Who We Are**

Talent Together is a consortium of all 56 of Michigan's 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 Talent Together Mentor Teacher in this year-long program, you will

- Support Apprentice Teachers in becoming fully credentialed educators.
- Model key instructional competencies, including:
  - Classroom management
  - Use of high-quality instructional materials
  - High expectations for student learning
  - Planning cycles and student work/assessment data analysis
- Oversee Apprentice Teacher completion and assessment of Talent Together's apprenticeship standards approved by U.S. Department of Labor.
- Serve as an instructional coach, demonstrating competencies in:
  - Modeling
  - Co-teaching

- Observing
- Providing action-oriented feedback
- Collaborating
- Culturally responsive teaching
- Engage in professional learning with a Talent Together Educator Development Specialist to strengthen mentoring and coaching skills.

## Minimum Qualifications

### Qualifications & Certifications:

- Bachelor's degree (or higher) from an accredited college or university
- Valid Michigan teacher certification with an endorsement in the same area the Apprentice Teacher is pursuing.
- Teaching assignment for the 2025-2026 school year will be in the same content area and grade level(s) required for the certification/endorsement your Apprentice Teacher is pursuing.
- At least 3 years teaching experience
- Summative evaluation rating of effective or highly effective on the three most recent teacher evaluations

### Knowledge & Expertise:

- Deep understanding of the Michigan Standards for the applicable certification area(s), including highly aligned assessment(s) and curriculum
- Demonstrated success impacting student achievement gains
- Willingness to study and implement current research-supported instructional and adult learning practices
- Experience managing and providing direct feedback to adults.

### Coaching & Mentorship:

- Strong recommendation from the building and/or district administrator.
- Willingness to leverage coaching practices that better support your Apprentice Teacher.
- Ability to engage in reflective practices to continually assess and improve one's own cultural competence and mentorship strategies
- Approach teaching and learning practice with a growth mindset and openness to feedback, looking to grow your own craft and utilize high leverage instructional practices.



## Professionalism & Leadership:

- Ability to engage in professional learning in and incorporate culturally responsive teaching practices in lesson planning and classroom management
- Demonstrated practice of being solutions-focused, highly organized, and holding high expectations for all students.

## Essential Duties and Responsibilities

- Participate in regular professional learning sessions outside of school working hours
- Work alongside Talent Together Educator Development Specialists to enhance personal instructional practices which include coaching meetings for at minimum one hour a month.
- Create a welcoming and inclusive environment for your Apprentice Teacher
- Evaluate Apprentice Teacher progress towards Registered Apprenticeship Program standards/competencies
- In collaboration with the Educator Development Specialist, 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
- Facilitate a formal coaching conversation with your Apprentice Teacher at least once weekly (during or after school hours).
- 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.
- Maintain strong record keeping for the US Department of Labor, including monitoring Apprenticeship Teacher progress towards the apprenticeship standards.
- 4-6 hours monthly anticipated time commitment outside of school contract hours
- Participate in a virtual Mentor Teacher onboarding and orientation across multiple days prior to the school year starting.

## Compensation

Talent Together Mentor Teachers are contracted and paid a stipend of \$7,500/year by Talent Together (not considered reportable income to the Office of Retirement Services).

Professional learning sessions and weekly mentoring are eligible for State Continuing Education Clock Hours (SCECHs).