

*"A mentor, someone who's hindsight can become your foresight." -unknown*

*"To be a mentor is to share in the passion as well as pass on the knowledge." -unknown*

*"A lot of people have gone further than they thought they could because someone else thought they could." -unknown*

*"Confidence, like art, never comes from having all the answers; it comes from being open to all the questions." -Earl Gray Stevens*

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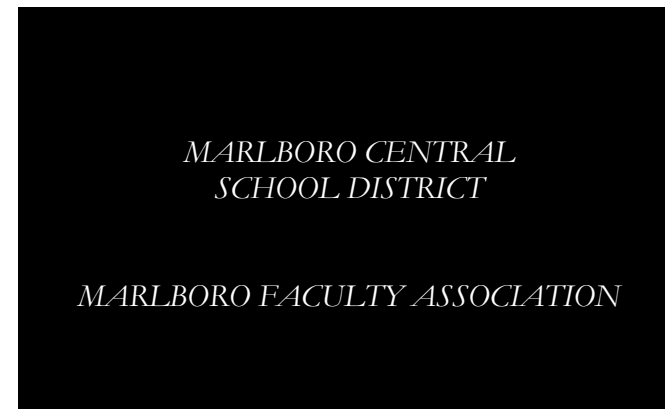
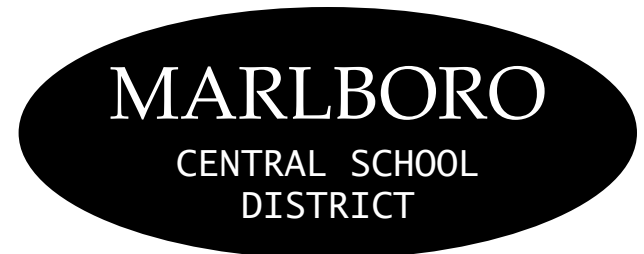
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What new teachers  
have to say...

**Upon completion of the Mentor Program, participants were asked for a critique. Past participants have said:**

*I had someone to trust and to count on.....*

*She always had the answers or she found what I needed.....*

*He helped me implement best teaching practices to assure the students were getting the most out of my lessons.....*

*My mentor was wonderful! It was nice to have a friendly face in the building and to have someone to go to for advice.....*

*The first year can be overwhelming at times and having another person to turn to is priceless.....*

*He helped me reflect on the past and gave me ideas on how to better my future lessons.....*

*It was beneficial to observe my mentor to see his different teaching styles and classroom management techniques.....*

## Program Description

The Marlboro Central School District Board of Education approved the Mentor Program for new teachers. The program was developed by a mentor committee, a subcommittee of the Marlboro Central School District's Professional Development Committee. This committee was comprised of district teachers and administrators, K-12. The Marlboro Faculty Association has also endorsed the Mentor Program.

To integrate a mentee into the social system of the school, the district, and the community, the mentor will:

- *Improve beginning teachers' skills and performance*
  - *Support teacher morale, communications and collegiality*
- *Build a sense of professionalism and positive attitude*
- *Facilitate a seamless transition into the first year of teaching*
  - *Put theory into practice*
  - *Prevent teacher isolation*
  - *Encourage self-reflection*

### THE MENTORING PROCESS:

Mentors are tenured teachers. They are considered experts in their content areas. The mentor and mentee are carefully paired in order to optimize the professional learning relationship. Confidence and trust are implicit. The two meet on a regular basis throughout the school year. The goal of the MCSD Mentor Program is to attract, train, and retain promising teachers who will promote life-long learning for children.



### Mentor Committee Members

Administrator: **Mike Bakatsias**

Teacher: **Beth Baker**

Teacher: **Judy Budryk**

Teacher: **Diane Crudele**

Teacher: **Robert DeMarco**

Mentor Coordinator: **Marion Lyons**

Administrator: **Marie Toombs**

Administrator: **Ray VanCuyck**

Administrator: **Patricia Walsh**