



Ministry Supports Rainy River District School Board Mentoring and Induction Program

(November 1, 2005) - In October of 2004, the Ministry of Education put out a call for proposals for Mentoring and Induction Demonstration projects across the province. Boards needed to have an existing program as the projects were to serve as extensions to current programs. The Rainy River District School Board Mentoring and Induction Committee responded with a proposal. Of the 56 boards which applied for funding only 21 boards received grant money. The Rainy River District School Board received \$ 31, 450.00 to pursue its initiative, a large sum considering the relatively small number of new teachers it has when compared with other school boards.

A mentor is an experienced teacher in the Rainy River District School Board who remains in the regular teaching assignment while working with a new teacher. Mentors incorporate a variety of strategies and activities to assist the new teachers in the development of professional competencies, attitudes and behaviours. They serve as role models and stimulate the new teachers to develop individual teaching styles in the classroom. Mentors receive formal training before working with their first new teacher.

The Mentoring Program is designed to reach teachers who are new to the Rainy River District School Board. It assists in eliminating isolation of beginning teachers and those new to the district. New teachers are provided with an awareness of the Board's expectations and insights into the cultural and educational environment. There are opportunities to observe experienced teachers and make application of these observations into their own teaching practice. Experienced teachers benefit with the ability to develop and enhance leadership capabilities.

The Rainy River District School Board's Mentoring Program promotes student achievement through the improvement of quality teaching and improves the retention of the district's quality teachers.