

RICH TOWNSHIP HIGH SCHOOL DISTRICT 227  
Mentoring and Induction Program

The Mentoring and Induction Program at Rich Township High School District 227 operates under the following principles and a program is provided to all first and second year teachers:

- Teachers new to the profession need time and support in order to develop as professional educators.
- Teacher new to the district have immediate needs which must be met in order for them to successfully integrate themselves in the district.
- Teachers involved in a formal program of mentoring and induction are much more likely to remain in the profession than those who are not.

The goals of the Mentoring and Induction Program at Rich Township District 227 are to:

- Create a welcoming environment for all certificated staff new to the district.
- Reduce the attrition rate of teachers leaving the district and/or the profession.
- Promote the district as a viable choice for career-long professional commitment.
- Provide a system of ongoing training and support for teachers new to the profession.
- Acclimatize new staff to the district.
- Help teachers new to the profession meet certification obligations.

Program Expectations:

All Teachers New to the District

- Formal district orientation program.
- Formal campus orientation program.
- Annual reception hosted by the Board of Education

Teachers New to the Profession

- Individual mentor to serve as a resource to jointly assess performance using the Danielson Framework to develop action plans connected to the Illinois Professional Teaching Standards.
- Individualized enhancement opportunities in collaboration with a retired teacher.
- Trained one-on-one Mentor.
- Monthly meetings.

Second Year Teachers in the District

- Trained Mentor
- Monthly meetings