

**DEPARTMENT OF EDUCATION
PROFESSIONAL STANDARDS BOARD**

Statutory Authority: 14 Delaware Code, Section 1205(b) (14 **Del.C.** §1205(b))
14 **DE Admin. Code** 1503

FINAL

REGULATORY IMPLEMENTING ORDER

1503 Educator Mentoring

I. SUMMARY OF THE EVIDENCE AND INFORMATION SUBMITTED

The Professional Standards Board, acting in cooperation and consultation with the Department of Education, seeks the approval of the State Board of Education to amend 14 **DE Admin. Code** 1503 Educator Mentoring. The proposed regulation replaces references to "DPAS" with "DPAS II or a state-approved alternative educator evaluation system;" adds professional development and mentoring activities required for novice educators in their first, second, and third and fourth years of employment in sections 4.0, 5.0, and 6.0, respectively; adds professional development and mentoring activities required for experienced educators new to Delaware in section 7.0; replaces "category" with area" and adds professional development and mentoring activities for experienced educators who are new to an area in section 8.0; clarifies the duties and responsibilities of lead mentors and educator mentors in section 9.0; and replaces the requirement that the Department provide quarterly reports with an annual presentation in section 11.0.

Notice of the proposed regulation was published in the *Register of Regulations* on January 1, 2017 in the form attached hereto as Exhibit "A." Persons who wished to present their views regarding the proposed regulation were invited to do so in writing by January 31, 2017. The Professional Standards Board did not receive written comments. The Professional Standards Board believes that the proposed regulation serves to improve the quality of instruction for Delaware's children and that the amendments are designed to improve the quality of the Delaware educator workforce and to improve student performance.

II. FINDINGS OF FACT

The Professional Standards Board finds that it is appropriate to amend 14 **DE Admin. Code** 1503 Educator Mentoring to replace references to "DPAS" with "DPAS II or a state- approved alternative educator evaluation system;" add professional development and mentoring activities required for novice educators in their first, second, and third and fourth years of employment in sections 4.0, 5.0, and 6.0, respectively; add professional development and mentoring activities required for experienced educators new to Delaware in section 7.0; replace "category" with area" and add professional development and mentoring activities for experienced educators who are new to an area in section 8.0; clarify the duties and responsibilities of lead mentors and educator mentors in section 9.0; and replace the requirement that the Department provide quarterly reports with an annual presentation in section 11.0.

III. DECISION TO AMEND THE REGULATION

For the foregoing reasons, the Professional Standards Board concludes that it is appropriate to amend 14 **DE Admin. Code** 1503 Educator Mentoring.

Therefore, pursuant to 14 **Del.C.** §1203, the regulation attached hereto as Exhibit "A" is hereby proposed subject to the approval of the State Board of Education. If approved by the State Board of Education, the proposed regulation will have the force and effect of law.

IV. TEXT AND CITATION

Subject to the approval of the State Board of Education, the text of 14 **DE Admin. Code** 1503 Educator Mentoring amended shall be in the form attached hereto as Exhibit "A" and said regulation shall be cited as 14 **DE Admin. Code** 1503 Educator Mentoring in the Administrative Code.

V. EFFECTIVE DATE OF ORDER

The actions hereinabove referred to were taken by the Professional Standards Board pursuant to 14 **Del.C.** §1203 on February 7, 2017. This Order will be presented to the State Board of Education at its regular monthly meeting on February 16, 2017. If State Board of Education approves the text of 14 **DE Admin. Code** 1503 Educator Mentoring amended, the effective date of the State Board of Education's Order will be ten (10) days from the date the Order is published in its final form in the *Register of Regulations*.

IT IS SO ORDERED the 2nd day of February, 2017 by the Professional Standards Board.

Byron Murphy, Chairman
Diane Albanese (voted no)
Amber Augustus
Stephanie DeWitt (voted no)
Dr. Laura Glass
Rosaria Macera
Mary Pinkston (voted no)
Sue Smith

David Kohan, Vice Chairman
Gerald Allen (voted no)
Jennifer Burton (voted no)
Nelia Dolan
Dr. Darren T. Guido (absent)
Darlene O'Neill
Dr. Stephanie Smith

IT IS SO ORDERED the 16th day of February, 2017.

Department of Education

Susan Bunting, Ed.D., Secretary of Education

Approved this 16th day of February, 2017 by the State Board of Education

Teri Quinn Gray, Ph.D., President
Nina Lou Bunting, Vice President
Gregory B. Coverdale, Jr.

G. Patrick Heffernan
Barbara B. Rutt (not present)
Terry M. Whittaker

1503 Educator Mentoring

1.0 Content

This regulation shall apply to comprehensive induction programs, including mentoring and professional development activities required of educators, pursuant to 14 **Del.C.** Ch. 12.

14 DE Reg. 30 (07/01/10)

17 DE Reg. 726 (01/01/14)

2.0 Definitions

The following words and terms, when used in this regulation, shall have the following meaning unless the context clearly indicates otherwise:

"Approved Comprehensive Induction Program" means all educator induction programs, including mentoring and professional development, approved by ~~either the Department or the Standards Board~~ to provide mentoring and professional development for educators.

"Contact Hours" means the face-to-face time a Mentor or Lead Mentor spends with ~~his/her~~ his or her mentee working specifically on mentoring activities.

"Department" means the Delaware Department of Education.

"DPAS DPAS II" means Delaware Performance Appraisal System II, an approved State educator performance evaluation system pursuant to 14 **Del.C.** Ch. 12, Subchapter VII.

"Educator" means a person licensed and certified by the State under 14 **Del.C.** Ch. 12, to engage in the practice of instruction, administration or other related professional support services in Delaware public schools, including charter schools, pursuant to rules and regulations promulgated by the Standards Board and approved by the State Board. ~~For the purposes of this regulation, "the term educator" shall also include substitute teachers who are employed on long-term temporary contracts of ninety-one (91) days or longer in duration, with the intent or agreement to use the teaching experience to meet the alternative to the student teaching experience in the Initial License under 14 Del.C. §1210. This definition shall be construed to provide mentoring to long term substitute teachers who are currently working towards their Initial License.~~

"Employing Authority" means any entity which employs educators, and includes, but is not limited to, school districts, charter schools, boards of directors, ~~or~~ and management companies.

"Experienced Educator" is an educator who holds a Continuing or Advanced License.

"Lead Mentor" means a teacher, specialist, or administrator who holds a Continuing or Advanced License, has participated in the training approved by the Department for Lead Mentors, is employed by an employing authority as a Lead Mentor, and performs the duties and responsibilities assigned that position. Educators serving as Lead Mentors must be rated as Highly Effective or Effective ~~in~~ on DPAS II evaluations, or the

equivalent thereof on a state-approved alternative educator evaluation system, and may not be on a DPAS II improvement plan, or the equivalent thereof in a state-approved alternative educator evaluation system.

“**License**” means a credential which authorizes the holder to engage in the practice for which the license is issued.

“**Mentor**” means an educator who holds a Continuing or Advanced License and has participated in the training for Mentors specified by the Department and the employing authority. Educators serving as Mentors must be rated as Highly Effective or Effective ~~in~~ on DPAS II evaluations, or the equivalent thereof on a state-approved alternative educator evaluation system, and may not be on a DPAS II Improvement Plan, or the equivalent thereof in a state-approved alternative educator evaluation system.

“**Mentoring**” means activities, training and service in mentoring support or assistance provided through a formally organized approved comprehensive induction program or such supplemental mentoring programs as required by regulation or by the educator's employing authority. Mentoring includes, but is not limited to the mentoring that occurs in the approved comprehensive induction programs required for educators during their three (3) year one (1) year Provisional Licensure period, followed by a four (4) year Initial Licensure period, a Continuing Licensure period, or any other mentoring program as required by law.

“**New to a Category an Area**” means that an educator has moved from the position of a teacher to the position of either a specialist or an administrator; has moved from the position of an administrator to the position of a teacher or a specialist; or has moved from the position of a specialist to the position of a teacher, an administrator, or to a different type of certificated specialist position. Examples include but are not limited to a teacher changing positions to a school nurse, or a teacher changing positions to a principal or assistant principal, or a school nurse changing positions to a school counselor, or a teacher changing positions to a school counselor.

“**New Novice Educator**” means an educator who holds a Provisional or an Initial License.

“**Site Coordinator**” means an individual appointed by an employing authority to oversee a an approved comprehensive induction program.

“**Specialist**” is an educator other than a teacher or administrator and includes, but is not limited to, School Counselors, Library Media Specialists, School Psychologists, and School Nurses.

“**Standards Board**” means the Professional Standards Board established pursuant to 14 **Del.C.** §1201.

“**State Board**” means the State Board of Education ~~of the State~~ pursuant to 14 **Del.C.** §104.

14 DE Reg. 30 (07/01/10)

17 DE Reg. 726 (01/01/14)

3.0 Comprehensive Educator Induction Programs

- 3.1 The Department shall develop and approve comprehensive educator induction programs for the following:
 - 3.1.1 The teachers' program shall be aligned with Delaware Teaching Standards (INTASC), ~~Danielson's (2007) "A Framework for Teaching"~~ set forth in 14 DE Admin. Code 1597 Delaware Professional Teaching Standards and shall include training and support of the components of DPAS II or a state-approved alternative educator evaluation system, including descriptive, non-evaluative feedback.
 - 3.1.2 The specialists' program shall be aligned with applicable national specialist standards, ~~Danielson's (2007) "A Framework for Teaching"~~ and shall include training and support of the components of DPAS II or a state-approved alternative educator evaluation system, including descriptive, non-evaluative feedback.
 - 3.1.3 The administrators' program shall be based on 14 **DE Admin. Code** 1590 Delaware Administrator Standards, ~~aligned with Danielson's (2007) "A Framework for Teaching"~~ and shall include training and support of the components of DPAS II or a state-approved alternative educator evaluation system, including descriptive, non-evaluative feedback.
- 3.2 An employing authority may develop and then implement a distinct comprehensive induction program as specified in Sections ~~4, 5 or 6; 4.0, 5.0, 6.0, 7.0, 8.0, and 9.0~~ of this regulation.
 - 3.2.1 Each comprehensive induction program shall meet the requirements in the distinct mentoring programs as ~~listed~~ specified in Sections 4, 5 or 6 4.0, 5.0, 6.0, 7.0, 8.0, and 9.0 of this regulation.
 - 3.2.2 The employing authority shall submit each distinct comprehensive induction program plan to the Department for review and consideration of approval according to the application procedure and timelines set by the Department.
- 3.3 Failure by an educator to successfully complete the requirements of ~~the applicable comprehensive induction program~~ an Approved Comprehensive Induction Program shall result in the denial of the Continuing License or suspension of the license as provided in 14 **DE Admin. Code** 1511 Issuance and Renewal of Continuing License.

3.4 The Department shall also develop the following programs:

3.4.1 A training program for Lead Mentors, and

3.4.2 A training program for Administrator Lead Mentors.

14 DE Reg. 30 (07/01/10)

17 DE Reg. 726 (01/01/14)

4.0 Novice Educators in Their First Year of Employment

4.1 In accordance with 14 Del.C. §1210(b) and 14 Del.C. §1210A(c), an educator who holds a Provisional License or an Initial License as his or her first license and intends to apply for an Initial License or a Continuing License shall complete the professional development and mentoring activities specified in subsection 4.2 of this regulation within the educator's first year of employment.

4.2 Within the first year of employment, the Novice Educator shall:

4.2.1 At a minimum, meet weekly with his or her assigned Mentor, which may include a combination of in-school and after school time and virtual or electronic communication.

4.2.1.1 The employing authority shall assign the Novice Educator a Mentor.

4.2.1.2 The Mentor shall assist the Novice Educator in becoming acclimated to the role, the school or other setting, the Delaware content standards, and the Delaware Professional Teaching Standards or applicable national specialist standards.

4.2.2 Complete the requirements of an ethics course that has been approved by the Department.

4.2.3 Be observed a minimum of four (4) times by his or her assigned Mentor.

4.2.4 Participate in a minimum of two (2) professional learning experiences designed to provide new educators with the support necessary to become familiar with school and district policies and procedures, hone their professional skills, help them evaluate and reflect upon their own professional performance, and develop an individualized growth plan to improve their effectiveness as planned by the Department or the employing authority.

4.2.5 Observe experienced educators in practice a minimum of four (4) times, reflecting upon what was seen, implementing strategies learned, and reflecting upon the Novice Educator's own performance.

45.0 ~~New Educator Mentoring~~ Novice Educators in Their Second Year of Employment

~~45.1 In accordance with 14 Del.C. §1210A(c), educators who hold an Initial License shall participate in comprehensive induction program activities approved by the Department. Each new educator shall at a minimum be assigned a Mentor for his or her first year on an active Initial License. an educator who holds an Initial License and intends to apply for a Continuing License shall complete the professional development and mentoring activities specified in subsection 5.2 of this regulation within the educator's second year of employment.~~

~~4.1.1 The Mentor shall assist the new educator in becoming acclimated to the role, the school or other setting, and the Delaware content standards, the Delaware Professional Teaching Standards, applicable national specialist standards, or the Delaware Administrator Standards.~~

~~4.1.2 The new educator shall meet with his or her Mentor for at least thirty (30) documented hours, which may include a combination of in-school and after school time, during the first year of employment.~~

~~4.1.3 The assignment of a Mentor beyond the first year of employment in Delaware is at the discretion of the employing authority, based upon a review of the educator's performance.~~

~~4.1.4 The employing authority shall provide continuing support to the new educator during the second and third year of their Initial License.~~

4.2 The new educator shall;

~~4.2.1 Attend such activities as are planned by the Department or employing authority during the three (3) year term of the Initial License, as part of the specified program and offered by individual employing authorities, and~~

~~4.2.2 Complete the requirements of the applicable program, which shall consist of no more than sixty (60) hours in the first year, inclusive of meetings between the Mentor and the new educator, and no more than thirty (30) hours in the second and third years.~~

5.2 Within the second year of employment, the Novice Educator shall:

5.2.1 At a minimum, meet weekly with his or her assigned Mentor, which may include a combination of in-school and after school time and virtual or electronic communication.

5.2.1.1 The employing authority shall assign the Novice Educator a Mentor.

5.2.1.2 The Mentor shall assist the Licensee in becoming acclimated to the role, the school or other setting, the Delaware content standards, and the Delaware Professional Teaching Standards or applicable national specialist standards.

5.2.2 Be observed a minimum of four (4) times by his or her assigned Mentor.

5.2.3 Participate in a minimum of two (2) professional learning experiences designed to provide new educators with the support necessary to become familiar with school and district policies and procedures, hone their professional skills, help them evaluate and reflect upon their own professional performance, and develop an individualized growth plan to improve their effectiveness as planned by the Department or the employing authority.

5.2.4 Observe experienced educators in practice a minimum of four (4) times, reflecting upon what was seen, implementing strategies learned, and reflecting upon the Novice Educator's own performance.

5.3 The assignment of a Mentor beyond the second year of employment in Delaware is at the discretion of the employing authority, based upon a review of the Novice Educator's performance.

5.4 Notwithstanding subsection 5.3 of this regulation, the employing authority shall provide continuing support to the Novice Educator beyond his or her second year of employment until the Novice Educator's Initial License has expired, including, but not limited to, ensuring a Lead Mentor monitors the educator's progress toward meeting the requirements set forth in subsection 6.2 of this regulation.

14 DE Reg. 30 (07/01/10)

17 DE Reg. 726 (01/01/14)

6.0 Novice Educators in Their Third and Fourth Years of Employment

6.1 In accordance with 14 Del.C. §1210A(c), an educator who holds an Initial License and intends to apply for a Continuing License shall complete the professional development and mentoring activities specified in subsection 6.2 of this regulation within the educator's third and fourth years of employment.

6.2 The Novice Educator shall:

6.2.1 Within his or her third year of employment, participate in a Professional Learning Community (PLC) specific to the statewide mentoring program that focuses on using data to make instructional decisions that best meet the needs of his or her students.

6.2.2 Within his or her fourth year of employment:

6.2.2.1 Conduct a self-analysis to assess his or her professional development needs in content knowledge and pedagogical skills; and

6.2.2.2 Develop and implement a personalized professional growth plan that addresses his or her individual needs identified through the self-analysis.

57.0 Experienced Educators New to the State of Delaware

7.1 Experienced educators new to the State of Delaware who hold a Continuing or Advanced License shall, within the first year of employment, participate in, and successfully complete, an approved comprehensive induction program consisting of ~~at least thirty (30) documented hours targeted to the educator's needs, which focuses on current best practices in curriculum, instruction and assessment aligned to state or national standards.~~ The educator shall either:

7.1.1 Participate in a Professional Learning Community (PLC) as provided in subsection 6.2.1 of this regulation; or

7.1.2 Conduct a self-analysis and develop and implement a personalized professional growth plan as provided in subsection 6.2.2 of this regulation.

14 DE Reg. 30 (07/01/10)

17 DE Reg. 726 (01/01/14)

68.0 Experienced Educators New to a ~~Category~~ an Area

68.1 Experienced educators who are new to ~~a category~~ an area shall, within the first year of employment, be assigned a Mentor, and participate in and complete an approved comprehensive induction program consisting of ~~at least thirty (30) documented hours addressing the professional development and mentoring activities specified in subsection 8.2 of this regulation, which address the educator's specific needs, and which focuses on current best practices in curriculum, instruction, assessment or a specialist's or an administrator's position within the district or charter school and is aligned to State and national standards.~~

6.1.1 The assignment of a Mentor beyond the first year of employment is at the discretion of the employing authority, based upon a review of the teacher's, specialist's or administrator's performance.

- 8.2 Within the first year of employment, an experienced educator who is new to an area shall:
- 8.2.1 At a minimum, meet weekly with his or her assigned Mentor, which may include a combination of in-school and after school time and virtual or electronic communications.
- 8.2.1.1 The employing authority shall assign the educator a Mentor.
- 8.2.1.2 The Mentor shall assist the educator in becoming acclimated to the role, the school or other setting, the Delaware content standards, and the Delaware Professional Teaching Standards or applicable national specialist or administrator standards.
- 8.2.2 Be observed a minimum of four (4) times by his or her assigned Mentor.
- 8.2.3 Participate in a minimum of two (2) professional learning experiences designed to provide educators who are new to an area with the support necessary to become familiar with school and district policies and procedures, hone their professional skills, help them evaluate and reflect upon their own professional performance, and develop an individualized growth plan to improve their effectiveness as planned by the Department or the employing authority.
- 8.2.4 Observe educators who have experience in the area in practice a minimum of four (4) times, reflecting upon what was seen, implementing strategies learned, and reflecting upon the educator's own performance.

14 DE Reg. 30 (07/01/10)
17 DE Reg. 726 (01/01/14)

79.0 Duties and Responsibilities of Mentors

- 79.1 Lead Mentors shall:
- 79.1.1 Complete the annual approval process as defined by the Department.
- 7.1.2 ~~Work a minimum of forty-five (45) documented hours per school year on Department specified or Department-approved Lead Mentor activities. Lead Mentor activities may include, but are not limited to, a combination of in-school and after school time per year in the program in a leadership position, planning mentor training, providing mentor training to aspiring Mentors, assisting Mentors with specific issues, and other responsibilities as directed by the site coordinator.~~
- 9.1.2 Oversee the school-level implementation of an approved comprehensive induction program, including but not limited to, a combination of in-school and after school activities, serving in a leadership role within the program, monitoring educators' progress toward meeting the requirements of Sections 4.0, 5.0, 6.0, 7.0, and 8.0 of this regulation, planning mentor training, providing mentor training to aspiring mentors, assisting mentors with specific issues, and other responsibilities as directed by the Site Coordinator.
- 79.1.3 Teacher and Specialist Lead Mentors shall satisfactorily complete training in mentoring and coaching development approved by the Department for Lead Mentors. A minimum of one (1) Lead Mentor per district or charter school shall be trained in ~~Danielson's (2007) "A Framework for Teaching"~~ or the applicable Department approved specific specialist mentoring program.
- 79.1.4 Administrator Lead Mentors shall satisfactorily complete training in mentoring and coaching development approved by the Department and based on 14 **DE Admin. Code** 1590 Delaware Administrator Standards ~~and aligned with Danielson's (2007) "A Framework for Teaching"~~.
- 79.2 Educator Mentors shall:
- 79.2.1 Complete the annual approval process as defined by the Department, ~~and~~.
- 79.2.2 ~~Facilitate thirty (30) documented contact hours mentoring activities as specified in Sections 4.0, 5.0, and 8.0 of this regulation,~~ which may include a combination of in school and after school time and virtual or electronic communication, with their mentees annually which are designed to help the new teacher or specialist acquire additional skills and knowledge appropriate to their specific positions, ~~and~~.
- 79.2.3 Submit contact log documentation accounting for all mentoring activities provided during the specified time period to their ~~coordinator~~ Site Coordinator by ~~January 15 and May 15. This documentation shall be forwarded to the Department by May 30.~~
- 79.2.4 Teacher and Specialist Mentors also shall:
- 79.2.4.1 Satisfactorily complete training in mentoring and coaching development aligned with ~~Danielson's (2007) "A Framework for Teaching"~~ or the appropriate Department approved specific teacher or specialist mentoring program provided by the Lead Mentors, ~~and~~.
- 79.2.4.2 Attend structured meetings concerning the approved comprehensive induction program as directed by the employing authority.
- 79.2.5 Administrator Mentors also shall:

- 79.2.5.1 Satisfactorily complete training in mentoring and coaching development based on 14 **DE Admin. Code** 1590 Delaware Administrator Standards and aligned with Danielson's (2007) "A Framework for Teaching" and DPAS II or a state-approved alternative educator evaluation system, and.
- 79.2.5.2 Satisfactorily complete training in DPAS II or a state-approved alternative educator evaluation system, and.
- 79.2.5.3 Attend a minimum of three (3) structured meetings with mentees; including but not limited to, team-level, school-level, district-level, and community-level meetings or events.

14 DE Reg. 30 (07/01/10)

17 DE Reg. 726 (01/01/14)

810.0 Payment of Salary Supplement

Mentors and Lead Mentors who are paid in accordance with the provisions of 14 **Del.C.** §1305 shall be paid an extra additional responsibility salary supplement annually, upon documentation of satisfactory fulfillment of duties and responsibilities, ~~in accordance with the schedule adopted annually by the Standards Board, with concurrence of the State Board.~~

911.0 Reporting

The Department shall require and collect data used to evaluate the Approved Comprehensive Induction Program Programs and shall provide ~~quarterly reports~~ an annual presentation to the Professional Standards Board. These data will include at a minimum, an assessment of the implementation of the Approved Comprehensive Induction Program and Mentors' and Mentees' compliance and delivery.

8 DE Reg. 347 (08/01/04)

Renumbered effective 06/01/07 - see Conversion Table

13 DE Reg. 1260 (04/01/10)

14 DE Reg. 30 (07/01/10)

17 DE Reg. 726 (01/01/14)

20 DE Reg. 718 (03/01/17) (Final)