

# ILLINOIS VIRTUAL INSTRUCTIONAL COACH AND BUILDING MENTOR PROGRAM



## ILLINOIS EDUCATION ASSOCIATION



- Supporting 1<sup>st</sup>, 2<sup>nd</sup>, & 3<sup>rd</sup> Year Educators
- Collaboration District & Local EA
- Leadership roles for Members
- **No Cost to Districts**
- Training for Coaches & In-Building Mentors
- Monthly forums for all participants
- ISBE Funded from ESSER Dollars

## PROFESSIONAL SUPPORT

To support beginning teachers in these challenging circumstances, the Virtual Instructional Coach & In-Building Mentor Program offers all participating district's new teachers and clinicians in their 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> year new to the profession wraparound professional support including:

- **New Teachers – Defined as a new teacher or clinician in their 1st, 2nd, and 3rd year.**
  - Access to a resource library and coaching supports;
  - Content and resources library aligned to the Charlotte Danielson's Six Clusters;
  - Matched to a trained virtual coach in the same grade level and content area;
  - Support and feedback through one-on-one and small group virtual coaching;
  - Opportunity for high quality professional development with PD Hours;
  - Receive a \$500 stipend for their participation in the program
  - Time commitment for new teachers is minimal. The needs of the new teacher are the priority.
  - Program differentiation based on the NT needs for 3<sup>rd</sup> year teachers.
- **Paired with a trained building mentor**
  - Assist in acclimating the new teacher to the district;
  - Making the teacher feel welcomed, supported, and connected;
  - Introducing them to the district culture, organizational and operational norms;
  - Recognize and watch for early signs of teacher trauma and recommend supplemental help to teachers facing potential burnout;
  - On average, dedicate 2 hours per week during the school year to meet with the new teachers;
  - Required to complete three training modules and paid a stipend for completion of \$300;
  - Receive a \$200 monthly stipend paid directly to the building mentor; and
  - We will work with existing building mentor programs to customize the program.
- **Trained virtual instructional coach –**
  - Vetted and selected by IEA to work statewide in supporting beginning teachers;
  - Address and provide support in effective practices for online; instruction, social-emotional learning, and trauma-informed practices;
  - Dedicated time to provide support and address the needs of the beginning teacher;
  - Expectation to complete 12 hours of professional learning with a paid stipend;
  - Matched to the new teacher in the same grade level, and content area; and
  - A \$600 monthly stipend will be paid directly to the coach by IEA.

- **Participating District and Local Education Association**
  - Collaboration is key between the district, local association, and IEA;
  - Please complete the [Interest Survey link](#)
  - Review MOU ensuring everyone understands the participant roles;
  - Check-in meetings every other month or as needed;
  - Identify a district contact person to provide participant contact information;
  - Assist IEA with troubleshooting issues that arise;
  - The program comes at no cost to the district; and
  - New teachers and clinicians will be able to continue through their 3rd-year.
  
- **Virtual Coaching and Mentoring Platform**
  - Access to a robust platform with a comprehensive online library of instructional resources, including effective-practice videos and software tools that help teachers analyze examples of each other’s teaching and provide feedback and support to one another.
  - Each participant has a personal workspace for uploading and editing documents.
  - Learning groups are created for resource sharing
  - Access to training modules
  - The platform and resources are available to all virtual coaches, building mentors and new teachers.
  
- **Forums**
  - Forums occur monthly for new teachers and clinicians, mentors and virtual coaches.
  - Forum topics are based on the needs of the participants.
  - The forums are recorded and placed on the coaching and mentoring platform for review and access to resources.

In the fall, we will be entering our fourth year of supporting new educators. The Illinois Education Association is interested in collaborating with your district and local association for the 2023-2024 school year. Let’s work together to support and retain our new educators. If you are interested in scheduling a meeting to learn more, please contact Mary Jane Morris, Director of IEA Teaching & Learning at [maryjane.morris@ieanea.org](mailto:maryjane.morris@ieanea.org)

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