

Illinois Virtual Instructional Coach and Building Mentor Program

Illinois Education Association



- Supporting 1st, 2nd, & 3rd Year Educators
- Collaboration District & Local Education Assoc.
- Leadership roles for Members
- **No Cost to Districts**
- Training for Coaches & In-Building Mentors
- Monthly forums for all participants



Professional Support

To support beginning educators in these challenging circumstances, the Virtual Instructional Coach & In-Building Mentor Program offers all participating districts' new teachers and clinicians in their 1st, 2nd, and 3rd 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 resource library aligned to 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 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 3rd year teacher;
 - All beginning teachers should either hold a Professional Educator License (PEL) or be actively working toward obtaining one.
- 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;
 - Receive a monthly stipend paid directly to the building mentor, based on time submitted;
 - IEA 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/clinicians;
 - 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;
- Required to complete three training modules;
- Matched to the new teacher/clinician in the same grade level and content area;
- A monthly stipend will be paid directly to the coach by IEA based on hours supporting the new teacher/clinician.



- Participating District and Local Education Association
 - Collaboration is key between the district, Local Association, and IEA;
 - Review Letter of Intent, ensuring everyone understands the participant roles;
 - Check in meetings quarterly 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;
 - 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/clinicians.
- 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 seventh year of supporting new educators. The Illinois Education Association is interested in collaborating with your district and local association for the 2026-2027 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 email IEA_coachingandmentoring@ieanea.org.



**Interested New
Teachers Sign-Up
Here!**