

**DEPARTMENT OF EDUCATION  
PROFESSIONAL STANDARDS BOARD**

Statutory Authority: 14 Delaware Code, Sections 1203, 1205(b), 1210(c), and 1212 (14 **Del.C.** §§1203, 1205(b), 1210(c) & 1212)  
14 **DE Admin. Code** 1503

**PROPOSED**

**PUBLIC NOTICE**

**Educational Impact Analysis Pursuant to 14 Del.C. §122(d)**

**1503 Educator Mentoring**

**A. TYPE OF REGULATORY ACTION REQUESTED**

Amendment to Existing Regulation

**B. SYNOPSIS OF SUBJECT MATTER OF REGULATION**

Pursuant to 14 **Del.C.** §§1203, 1205(b), 1210(c), and 1212, the Professional Standards Board ("Board"), acting in consultation and cooperation with the Delaware Department of Education ("Department"), developed amendments to 14 **DE Admin. Code** 1503 Educator Mentoring. The regulation concerns mentoring requirements for licensed educators in Delaware public schools. The proposed amendments include revising the title of the regulation; adding "Administrator Mentor" as a defined term, revising several defined terms, and striking several defined terms in Section 2.0; revising Section 3.0, which concerns the requirements for comprehensive educator induction programs for teachers and specialists; revising Sections 4.0 through 7.0, which concern the requirements for years one, two, three, and four, respectively, of the comprehensive educator induction program for teachers and specialists who hold an initial license; revising Section 8.0, which concerns the requirements of the comprehensive educator induction program for teachers and specialists who hold a continuing or advance license and are new to an area; adding Section 9.0, which concerns the requirements for comprehensive educator induction programs for administrators; adding Section 10.0, which concerns the requirements for year one of the comprehensive educator induction program for administrators who hold an initial, continuing, or advanced license; adding Sections 11.0 and 12.0, which concern the requirements for years two and three and four, respectively, of the comprehensive educator induction program for administrators who hold an initial license; revising Section 13.0, which concerns the duties and responsibilities of mentors; revising and clarifying Section 14.0, which concerns mentors' eligibility for salary supplements; and revising Section 15.0, which concerns the Department's requirement to report data on comprehensive educator induction programs to the Board.

Persons wishing to present their views regarding this matter may do so in writing by the close of business on or before May 4, 2021 to the Department of Education, Office of the Secretary, Attn: Regulation Review, 401 Federal Street, Suite 2, Dover, Delaware 19901 or to [DOERegulations.comment@doe.k12.de.us](mailto:DOERegulations.comment@doe.k12.de.us). A copy of this regulation may be viewed online at the Registrar of Regulation's website, [http://regulations.delaware.gov/services/current\\_issue.shtml](http://regulations.delaware.gov/services/current_issue.shtml) or obtained at the Department of Education's Office of the Secretary, located at the address above.

**C. IMPACT CRITERIA**

1. Will the amended regulation help improve student achievement as measured against state achievement standards? The requirements for comprehensive educator induction programs are designed to improve the quality of the educator workforce, which will help to improve student achievement.

2. Will the amended regulation help ensure that all students receive an equitable education? The requirements for comprehensive educator induction programs are designed to improve the quality of the educator workforce, which will help to ensure students in Delaware public schools receive an equitable education.

3. Will the amended regulation help to ensure all students' health and safety are adequately protected? The amended regulation addresses mentoring requirements for educators and is not designed to help ensure students' health and safety is protected.

4. Will the amended regulation help to ensure that all students' legal rights are respected? The amended regulation addresses mentoring requirements for educators and is not designed to help ensure students' legal rights are respected.

5. Will the amended regulation preserve the necessary authority and flexibility of decision-makers at the local board and school level? The amended regulation does not change authority and flexibility of decision makers at the local board and school level. School districts and charter schools have the option to develop and implement a distinct comprehensive induction program for educators and teachers (subsection 3.2) and administrators (subsection 9.2).

6. Will the amended regulation place unnecessary reporting or administrative requirements or mandates upon decision makers at the local board and school levels? The amended regulation does not place unnecessary reporting or

administrative requirements or mandates upon decision makers at the local board and school levels. The Department collects data from schools to evaluate comprehensive educator induction programs (Section 14.0). Under the proposed regulation, the Department would report such data to the Board upon the Board's request.

7. Will decision making authority and accountability for addressing the subject to be regulated be placed in the same entity? The Department implements the rules and regulations promulgated and adopted pursuant to 14 **Del.C.** Ch. 12 relating to licensure and certification of educators.

8. Will the amended regulation be consistent with and not an impediment to the implementation of other state educational policies, in particular to state educational policies addressing achievement in the core academic subjects of mathematics, science, language arts, and social studies? The amended regulation is consistent with, and not an impediment to, the implementation of other state educational policies, and in particular to state educational policies addressing achievement in the core academic subjects of mathematics, science, language arts, and social studies.

9. Is there a less burdensome method for addressing the purpose of the amended regulation? There is not a less burdensome method for addressing the purpose of this amended regulation.

10. What is the cost to the state and to the local school boards of compliance with the amended regulation? There are no additional expected costs to the state and to the local school boards of complying with this amended regulation.

### **1503 Educator Mentoring Comprehensive Educator Induction Programs**

#### **1.0 Content**

This regulation shall apply to comprehensive induction programs, including mentoring and professional development activities required of ~~educators~~ licensed Educators in Delaware public schools, 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~~:

**"Administrator Mentor"** means a certified administrator who holds a Continuing License, is currently employed as an administrator, performs the duties and responsibilities in the State's administrator mentor program, and is rated as satisfactory on the State's current evaluation system or the equivalent thereof on a state-approved alternative educator evaluation system. A certified administrator is an Educator who holds at least one of the following Standard Certificates: School Principal and Assistant School Principal Standard Certificate (14 **DE Admin. Code** 1591), Certified Central Office Personnel Standard Certificate (14 **DE Admin. Code** 1592), Superintendent and Assistant Superintendent Standard Certificate (14 **DE Admin. Code** 1593), and Special Education Director Standard Certificate (14 **DE Admin. Code** 1594).

**"Approved Comprehensive Induction Program"** means ~~all educator induction programs, including mentoring and professional development, approved by the Department to provide mentoring and professional development for educators~~ an educator induction program approved by the Department to provide mentoring and professional development for Educators.

**"Contact Hours"** means the face-to-face time a Teacher or Specialist Mentor ~~or Lead Mentor~~ spends with his ~~or her~~ the mentor's mentee working specifically on mentoring activities, which may include a combination of in-school and after school time and virtual or electronic communication.

**"Department"** means the Delaware Department of Education.

**"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 who holds an active license issued by the State Department 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 and is currently employed by a district or charter school.~~

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

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

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

are those that have all satisfactory evaluations on the State's current evaluation system, or the equivalent thereof on a state-approved alternative educator evaluation system, during the school year in which they are mentors and may not be on a DPAS-II an improvement plan, or the equivalent thereof in a state-approved alternative educator evaluation system. Teacher or Specialist Lead Mentors oversee the comprehensive induction program at the building level, train Teacher or Specialist Mentors, and provide support to teachers or specialists in years three and four of the program as provided in Section 13.0. Teacher or Specialist Lead Mentors may mentor an Educator in years one and two of the program as provided in Sections 4.0 and 5.0.

~~"License"~~ means a credential which authorizes the holder to engage in the practice for which the license is issued.

**"Teacher or Specialist Mentor"** means an ~~educator~~ Educator who holds a Continuing or Advanced License and has participated in the training for ~~Mentors~~ mentors of teachers and specialists specified by the Department and the ~~employing authority~~ Employing Authority. Educators serving as Teacher or Specialist Mentors ~~must be rated as Highly Effective or Effective on DPAS-II evaluations, are those that have satisfactory evaluations on the State's current evaluation system, or the equivalent thereof on a state-approved alternative educator evaluation system, during the school year in which they are mentors and may not be on a DPAS-II Improvement Plan an improvement plan, or the equivalent thereof in a state-approved alternative educator evaluation system. Teacher or Specialist Mentors provide one-to-one support for Educators in years one and two of the program and may be eligible for an additional responsibility assignment salary supplement as provided in Section 14.0.~~

**"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~~ Educator's Employing Authority. Mentoring includes, but is not limited to the mentoring that occurs in the approved comprehensive induction programs required for ~~educators~~ Educators during their four (4) year Initial Licensure period, Continuing Licensure period, or any other mentoring program as required by law.

~~"New to 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.

~~"Novice Educator"~~ means an educator who holds an Initial License.

**"Site Coordinator"** means an individual appointed by an ~~employing authority~~ Employing Authority to oversee an ~~approved comprehensive induction program~~ Approved Comprehensive Induction Program for teachers and specialists at the district or charter school.

**"Specialist"** is an ~~educator~~ 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 pursuant to 14 ~~Del.C.~~ §104.

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

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

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

24 DE Reg. 146 (08/01/20)

### 3.0 Comprehensive Educator Induction Programs for Teachers and Specialists

3.1 The Department shall develop and approve comprehensive educator induction programs for ~~the following teachers and specialists:~~

3.1.1 The teachers' program shall be aligned with ~~Delaware Teaching Standards set forth in 14 DE Admin. Code 1597 Delaware Professional Teaching Standards~~ applicable state standards for teachers and shall include training and support of the components of ~~DPAS-II the State's current evaluation system~~ 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 for specialists~~ and shall include training and support of the components of ~~DPAS-II the State's current evaluation system~~ 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 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~~ Employing Authority may develop and then implement a distinct comprehensive induction program for teachers and specialists as specified in Sections 4.0, 5.0, 6.0, 7.0, 8.0, and ~~9.0~~ 13.0 of this regulation.
- 3.2.1 Each comprehensive induction program shall meet the requirements in the distinct mentoring programs as specified in Sections 4.0, 5.0, 6.0, 7.0, 8.0, and ~~9.0~~ 14.0 of this regulation.
- 3.2.2 The ~~employing authority~~ 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 An Educator is required to complete either the State's program or the Educator's Employing Authority's program that has been preapproved by the Department. Failure by ~~an educator~~ the Educator to successfully complete the requirements of an Approved Comprehensive Induction Program ~~shall~~ may result in the denial of ~~the an application for a Continuing License or suspension of the license~~ disciplinary action as provided in 14 DE Admin. Code 1510 Initial License and 14 DE Admin. Code 1511 Issuance and Renewal of Continuing License.
- 3.4 The Department shall also develop ~~the following programs:~~ a training for Teacher or Specialist Lead Mentors. Teacher or Specialist Lead Mentors are required to complete the training yearly in order to receive an additional responsibility salary supplement as provided in 14 DE Admin. Code 1501 Salary Supplements for Educators.
- 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)**  
**20 DE Reg. 718 (03/01/17)**

#### **4.0 Novice Educators in Their First Year of Employment Year One of the Comprehensive Educator Induction Program for Initial License Holders (Teachers and Specialists)**

- 4.1 In accordance with ~~14 Del.C. §1210(c)~~, an educator who holds an Initial License as his or her first license and intends to apply for 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.
- 4.24.1 ~~Within the first year of employment, the Novice~~ In year one of the program, the Educator shall:
- 4.2.14.1.1 ~~At a minimum, meet have~~ weekly Contact Hours with his or her assigned the Educator's Teacher or Specialist Mentor, which may include a combination of in-school and after school time and virtual or electronic communication.
- 4.2.1.14.1.1.1 ~~The employing authority shall assign the Novice Educator a Mentor~~ Teacher or Specialist Lead Mentor or Site Coordinator shall match the Educator with a Teacher or Specialist Mentor.
- 4.2.1.24.1.1.2 ~~The Teacher or Specialist 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~~ the applicable state standards for teachers or national standards for specialists.
- 4.2.24.1.2 Complete the requirements of an ethics course that has been approved by the Department.
- 4.2.34.1.3 ~~Be observed a minimum of four (4) times by his or her assigned~~ the Educator's Teacher or Specialist Mentor.
- 4.2.44.1.4 ~~Participate in a minimum of two (2) professional learning experiences designed to provide new educators~~ teachers or specialists 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~~ Employing Authority.
- 4.2.54.1.5 ~~Observe experienced educators in practice~~ licensed and certified Educators who exemplify best practices a minimum of four (4) times, reflecting upon what was seen, implementing strategies learned, and reflecting upon the ~~Novice~~ Educator's own performance.

**20 DE Reg. 718 (03/01/17)**  
**24 DE Reg. 146 (08/01/20)**

#### **5.0 Novice Educators in Their Second Year of Employment Year Two of the Comprehensive Educator Induction Program for Initial License Holders (Teachers and Specialists)**

- 5.1 In accordance with ~~14 Del.C. §1210(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 5.2 of this regulation within the educator's second year of employment.
- 5.25.1 Within the second year of employment, the Novice In year two of the program, the Educator shall:
- 5.2.15.1.1 At a minimum, ~~meet~~ hold weekly Contact Hours with his or her assigned the Educator's Teacher or Specialist Mentor, which may include a combination of in-school and after school time and virtual or electronic communication.
  - 5.2.1.15.1.1.1 The ~~employing authority~~ shall assign the Novice Educator a Mentor Teacher or Specialist Lead Mentor or Site Coordinator shall match the Educator with a Teacher or Specialist Mentor if the Educator's previous Teacher or Specialist Mentor is not able to continue or is not an appropriate match.
  - 5.2.1.25.1.1.2 The Teacher or Specialist Mentor shall assist the ~~Licensee~~ 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~~ the applicable state standards for teachers or national standards for specialists.
  - 5.2.25.1.2 Be observed a minimum of four (4) times by his or her assigned the Educator's Teacher or Specialist Mentor.
  - 5.2.35.1.3 Participate in a minimum of two (2) professional learning experiences designed to provide new ~~educators~~ teachers or specialists 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~~ Employing Authority.
  - 5.2.45.1.4 Observe ~~experienced educators in practice~~ licensed and certified Educators who exemplify best practice a minimum of four (4) times, reflecting upon what was seen, implementing strategies learned, and reflecting upon the ~~Novice~~ Educator's own performance.
- 5.35.2 The assignment of a Teacher or Specialist Mentor beyond ~~the second year of employment in Delaware~~ year two of the program is at the discretion of the ~~employing authority~~ Employing Authority, based upon a review of the ~~Novice~~ Educator's performance.
- 5.45.3 Notwithstanding subsection ~~5-3~~ 5.2 of this regulation, the ~~employing authority~~ Employing Authority shall provide continuing support to the ~~Novice~~ Educator beyond his or her ~~second year of employment~~ the Educator's year two of the program until the ~~Novice~~ Educator's Initial License has expired, including, ~~but not limited to~~, ensuring a Teacher or Specialist Lead Mentor monitors the ~~educator's~~ Educator's progress toward meeting the requirements set forth in subsection ~~6-2~~ 6.1 of this regulation.

14 DE Reg. 30 (07/01/10)  
 17 DE Reg. 726 (01/01/14)  
 20 DE Reg. 718 (03/01/17)  
 24 DE Reg. 146 (08/01/20)

## 6.0 ~~Novice Educators in Their Third and Fourth Years of Employment~~ Third and Fourth Years of the Comprehensive Educator Induction Program for Initial License Holders (Teachers and Specialists)

- 6.1 In accordance with ~~14 Del.C. §1210(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.
- 6.26.1 The Novice Educator shall:
- 6.2.16.1.1 Within his or her third year of employment, During year three of the program, the Educator shall participate in a Professional Learning Community (PLC) specific to the statewide or an alternative mentoring program that focuses on using data to make instructional decisions that best meet the needs of his or her the Educator's students.
  - 6.2.26.1.2 Within his or her fourth year of employment During year four of the program, the Educator shall:
    - 6.2.2.16.1.2.1 Conduct a self-analysis to assess his or her the Educator's professional development learning needs in content knowledge and pedagogical skills; and
    - 6.2.2.26.1.2.2 Develop and implement a personalized professional growth plan that addresses his or her the Educator's individual needs identified through the self-analysis.

20 DE Reg. 718 (03/01/17)  
 24 DE Reg. 146 (08/01/20)

**7.0 Experienced Educators New to the State of Delaware Comprehensive Educator Induction Program for Continuing or Advanced License Holders Who Are New to the State (Teachers and Specialists)**

- 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. The educator~~ Educator shall either:
- 7.1.1 Participate in a Professional Learning Community (PLC) as provided in subsection ~~6-2-4~~ 6.1.1 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~~ 6.1.2 of this regulation.

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

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

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

**8.0 Experienced Educators New to an Area Comprehensive Educator Induction Program for Continuing or Advanced License Holders Who Are New to an Area (Teachers and Specialists)**

- 8.1 Experienced ~~educators~~ Educators who are new to an area shall, within the first year of employment, be assigned a ~~Mentor~~ mentor and participate in and complete an ~~approved comprehensive induction program~~ Approved Comprehensive Induction Program consisting of the professional development and mentoring activities specified in subsection 8.2 of this regulation, which address the ~~educator's~~ Educator's specific needs and which focus 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 or~~ national standards. An Educator is new to an area if the Educator has moved from the position of a teacher to the position of a specialist; 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 or to a different type of certificated specialist position. Examples include a teacher changing positions to a school nurse, a school nurse changing positions to a school counselor, or a school counselor changing positions to a teacher.
- 8.2 ~~Within~~ During the first year of employment ~~in a new area, an experienced educator who is new to an area~~ the Educator shall:
- 8.2.1 At a minimum, meet weekly with ~~his or her assigned Mentor~~ the Educator's 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~~ Employing Authority shall match the Educator with a mentor.
- 8.2.1.2 ~~The Mentor~~ mentor shall assist the ~~educator~~ 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~~ applicable state standards for teachers or national standards for specialists.
- 8.2.2 Be observed a minimum of four ~~(4)~~ times by ~~his or her assigned Mentor~~ the Educator's mentor.
- 8.2.3 Participate in a minimum of two ~~(2)~~ professional learning experiences designed to provide ~~educators~~ 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~~ Employing Authority.
- 8.2.4 Observe ~~educators~~ 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~~ Educator's own performance.

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

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

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

**9.0 Comprehensive Educator Induction Programs for Administrators**

- 9.1 The Department shall develop and implement comprehensive educator induction programs for administrators. The administrators' program shall be based the applicable national standards for administrators.
- 9.2 An Employing Authority may develop and then implement a distinct comprehensive induction program for administrators as specified in Sections 8.0, 10.0, 11.0, 12.0, and 13.0 of this regulation.
- 9.2.1 Each comprehensive induction program shall meet the requirements in the distinct mentoring programs as specified in Sections 8.0, 10.0, 11.0, 12.0, and 13.0 of this regulation.

- 9.2.2 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.
- 9.3 All Educators who are new to administration or who are new to the state and hold a Continuing or Advanced License, regardless of the standard certificates held, shall complete year one of the program.
- 9.4 For Educators who are new to the state and hold an Initial License, regardless of the standard certificates held, shall complete year one through year four of the program.
- 9.5 An Educator is required to complete either the State's program or the Educator's Employing Authority's program that has been preapproved by the Department. Failure by the Educator to successfully complete the requirements of an Approved Comprehensive Induction Program may result in the denial of an application for a Continuing License or disciplinary action as provided in 14 **DE Admin. Code** 1510 Initial License and 14 **DE Admin. Code** 1511 Issuance and Renewal of Continuing License.
- 9.6 The Department shall provide a program for all Administrator Mentors regardless of whether their Employing Authority develops and implements a program as provided in subsection 9.2. Administrator Mentors are required to complete the program yearly in order to receive an additional responsibility salary supplement as provided in 14 **DE Admin. Code** 1501 Salary Supplements for Educators.

## **10.0 Year One of the Comprehensive Educator Induction Program for Administrators**

- 10.1 During year one of the program, the Educator shall:
- 10.1.1 Attend at least 12 hours of the approved professional learning that is aligned to the approved national standards for administrators.
- 10.1.2 At a minimum meet once monthly with the Educator's mentor to complete the requirements included in the Administrator Mentor Program.

## **11.0 Year Two of the Comprehensive Educator Induction Program for Initial License Holders (Administrators)**

During year two of the program, the Educator shall complete 20 hours of coaching activities aligned to the approved national standards for administrators.

## **12.0 Years Three and Four of the Comprehensive Educator Induction Program for Initial License Holders (Administrators)**

- 12.1 During years three and four of the program, the Educator shall:
- 12.1.1 Conduct a self-analysis to assess the Educator's professional learning needs in content knowledge and pedagogical skills; and
- 12.1.2 Develop and implement a personalized professional growth plan that addresses the Educator's individual needs identified through the self-analysis.

## **9.013.0 Duties and Responsibilities of Mentors**

- 9.413.1 Teacher or Specialist Lead Mentors shall:
- 9.4.413.1.1 Complete the annual approval process as defined by the Department.
- 9.4.213.1.2 Oversee the school-level implementation of an ~~approved comprehensive induction program~~ **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'~~ **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.
- ~~9.4.313.1.3~~ **9.4.13.1.3** Teacher ~~and or~~ Specialist Lead Mentors shall satisfactorily complete training in mentoring ~~and coaching~~ development approved by the Department for ~~Teacher or Specialist~~ Lead Mentors. A minimum of one ~~(4)~~ **(1)** ~~Teacher or Specialist~~ Lead Mentor per district or charter school shall be trained in the applicable Department approved specific specialist mentoring program.
- ~~9.1.4~~ **9.1.4** 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.~~
- 9.213.2 Educator-Teacher or Specialist Mentors shall:
- 9.2.413.2.1 Complete the annual approval process as defined by the Department.
- 9.2.213.2.2 Facilitate 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.

~~9.2.3~~13.2.3 Submit contact log documentation accounting for all mentoring activities provided during the specified time period to their Site Coordinator ~~by May 15~~.

~~9.2.4~~13.2.4 Teacher ~~and or~~ Specialist Mentors also shall:

~~9.2.4.1~~13.2.4.1 Satisfactorily complete training in mentoring and ~~coaching~~ development aligned with the appropriate Department approved specific teacher or specialist mentoring program provided by the Teacher or Specialist Lead Mentors.

~~9.2.4.2~~13.2.4.2 Attend structured meetings concerning the ~~approved comprehensive induction program~~ Approved Comprehensive Induction Program as directed by the ~~employing authority~~ Employing Authority.

~~9.2.5~~ Administrator Mentors also shall:

~~9.2.5.1~~ Satisfactorily complete training in mentoring and coaching development based on ~~14 DE Admin. Code 1590 Delaware Administrator Standards~~ and aligned with DPAS II or a state-approved alternative educator evaluation system.

~~9.2.5.2~~ Satisfactorily complete training in DPAS II or a state-approved alternative educator evaluation system.

~~9.2.5.3~~ 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.

13.3 Administrator Mentors shall satisfactorily complete all of the requirements of the mentor program provided by the Department.

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

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

#### **14.014.0Payment of Salary Supplement**

~~Mentors and Lead Mentors~~ Administrator Mentors, Teacher or Specialist Lead Mentors, and Teacher or Specialist Mentors in years one and two of the program who are paid in accordance with the provisions of 14 **Del.C.** §1305 ~~shall may~~ be paid an additional responsibility assignment salary supplement annually, upon documentation of satisfactory fulfillment of duties and responsibilities, as provided in 14 DE Admin. Code 1501 Salary Supplements for Educators. A Teacher or Specialist Mentor is not eligible for and shall not be paid an additional responsibility assignment salary supplement if the mentor is assigned to an Educator who, at the Employing Authority's discretion, is required to repeat year one or year two of the program or is assigned beyond year two of the program.

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

#### **14.015.0Reporting**

The Department shall require and collect data used to evaluate the Approved Comprehensive Induction Programs and shall ~~provide an annual presentation~~ present the data to the Professional Standards Board upon request. These data will include at a minimum, an assessment of the implementation of the Approved Comprehensive Induction Program and ~~Mentors' mentors' and Mentees' 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)**

**24 DE Reg. 146 (08/01/20)**

**24 DE Reg. 906 (04/01/21) (Prop.)**