

Involve Effective Coaches, Guides, and Mentors in the Induction Program

A mentoring program that is staffed with carefully selected, prepared, and supported mentors is a major part of an effective teacher induction program in agricultural education. Prior to selecting and preparing mentors, clarity in their roles, responsibilities and functions should be established by the induction program development team.

Since there is/are often only one or two agricultural education teachers per school, it is very unlikely most entry-level teachers will have access to a compatible and engaged mentor teacher with an agricultural education background. Therefore, quality mentoring of ELTs may be best accomplished using a team approach of mentors &/or guides from within and outside of agricultural education.

Consider any of the individual or team options to best meet the needs of entry-level agricultural education teachers of your state. When involving a team of three or more mentors, it is recommended that program leaders clearly distinguish and communicate the preferred roles and activities of each mentor to prevent confusion.

Source of Mentors or Guide	Options			
	I	II	III	IV
Local Faculty Mentor Assigned by School Administrator	X			X
Local School Mentor Identified by the ELT (Informal Mentor)			X	X
Ag Ed TIP* Local Guide or Mentor Requested by Ag Ed TIP Program		X	X	X
Ag Ed TIP* Area Ag Teacher Mentor	X	X	X	X
Ag Ed TIP* Senior Mentor		X	X	X
Ag Ed TIP* Area Science Teacher Mentor	X			

Note: *Agricultural Education Teacher Induction Program (TIP). Assigned through formal TIP, (Sometimes assigned through NAAE-Affiliate program).

A wealth of literature now exists that provides guidance and ideas for understanding the roles and functions of mentors as well as selecting, preparing, and providing on-going professional development experiences. Consult with state induction program leaders for resources as well as references listed in these materials.