

TEACHER MENTOR ENDORSEMENT SPECS

PURPOSE:

The endorsement recognizes the efforts and competencies of experienced educators in supporting the retention and professional growth of beginning educators. Those earning this endorsement recognize the importance of providing multiple levels of mentoring support to early career educators and exhibit an understanding of and personal competency within each of the [six identified roles of a teacher mentor](#).

ENDORSEMENT REQUIREMENTS:

- Current Utah Professional Educator License
- At least one year of full-time employment as an educator in Utah
- At least three years of classroom teaching experience
- At least three years of effective or higher rating on school/district educator evaluation, or equivalent

SIX MENTORING REQUIREMENT AREAS:

The Teacher Mentor Endorsement has the following six competency areas:

1. Foundations of Mentoring
2. Understanding and Building the Mentoring Relationship
3. Effective Communication
4. Facilitating Beginning Teachers' Growth
5. Ongoing Growth as a Professional
6. Ongoing Growth as a Mentor

All competency areas must be met. There are multiple ways to meet the criteria in each area.

Area 1: Foundations of Mentoring

- [Module 01: Understanding and Preparing for Your Role as Mentor](#) -and-
- [Module 02: Understanding the Beginning Teacher](#) -or-
- [Pre-approved](#) LEA Mentor Professional Learning Course

Area 2: Understanding and Building Relationships

- [Module 03: Getting the Mentoring Relationship off to the Right Start](#) -or-
- [The Mentoring Relationship Microcredential](#)
- [Pre-approved](#) LEA Mentor Professional Learning Course

Area 3: Effective Communication

- [Module 05: Effective Mentoring Conversations](#) -and-
- [Module 07: Mastering Crucial Conversations](#) -or-
- Foundations of Instructional Coaching Course
- [Pre-approved](#) LEA Mentor Professional Learning Course

Area 4: Facilitating Beginning Teachers' Professional Growth

- [Module 04: Facilitating Learning When Working with Adult Learners](#) -and-
- [Module 06: Using Coaching Cycles to Improve Instruction](#) -or-
- Adult Learning Theory Course -or-
- Microcredentials (Two or more of the following):
 - [USBE Instructional Coaching Cycle](#)
 - [Building Capacity for Data-Driven Coaching](#)
 - [Foundational Coaching Dispositions](#) - and -
- Two or more of the following:
 - [Theories of Change](#)
 - [Building Capacity for Self-Efficacy](#)
 - [Educator Stages of Development](#) -or-
- [Pre-approved](#) LEA Mentor Professional Learning Course

Area 5: Ongoing Growth as a Professional (within the past 5 years)

- Educator Endorsement -or-
- Current National Board Certification -or-
- Hope Street Group Teacher Fellowship Program -or-
- Any *TWO* USBE/University courses and/or State/National Conferences

Area 6: Ongoing Growth as a Mentor

- All Additional Mentoring Modules 08-12 found in [UEN eMedia Teacher Mentoring Hub](#) (2.0 USBE credits) -or-
- University/USBE/LEA-based 3.0 credit course (focused on mentoring/coaching)