**Component R4.1 – Completer Effectiveness**

Data to be collected via survey:

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| --- | --- | --- | --- | --- |
| Student number | Assessment Description | Initial Assessment  Score | Second Assessment Score | Impact on Learning |
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**Mentoring Program Outline:**

Purpose:

The purpose of the mentoring program is to provide a mutually beneficial program in which NWOSU professors offer support for NWOSU graduates in their first year of teaching in the form of advice and support in areas in which they may face challenges in their classroom. NWOSU graduates also receive tuition waivers as available. NWOSU benefits in that mentees provide input and data to support the continuous development of the teacher education program.

1. NWOSU Mentor: Contact Mentee. Mentee must be a first (or second year teacher) and be teaching in the area in which they earned their degree.
2. NWOSU mentor will discuss requirements of mentoring program and send permission form for mentee and his/her administrator to sign.
3. NWOSU Mentor will conduct an initial face-to-face meeting with the completer prior to or at the beginning of the semester to determine:
   1. Assessment to be used
      1. Examples of assessments are diagnostic writing, specific literacy first skill, MAP assessment, President’s fitness assessment, Workkeys assessment, etc.
   2. Assessment scale/rubric
   3. Timeline (must be within one semester)
4. First Zoom / Phone meeting after the initial assessment to discuss initial assessment process and results and/or to address any questions the completer has or any issues with the assessment
5. Second Zoom / Phone meeting after the second assessment to complete ALCA “Completer Effectiveness form “together” and follow up on the first year teacher/administrator surveys.
6. Communicate with mentor/mentee as needed throughout the semester. Send any program concerns or use of mentor program conversations to improve programs to Jen Oswald.
7. Participate in a virtual focus group and complete the first-year teacher survey for program improvement purposes.