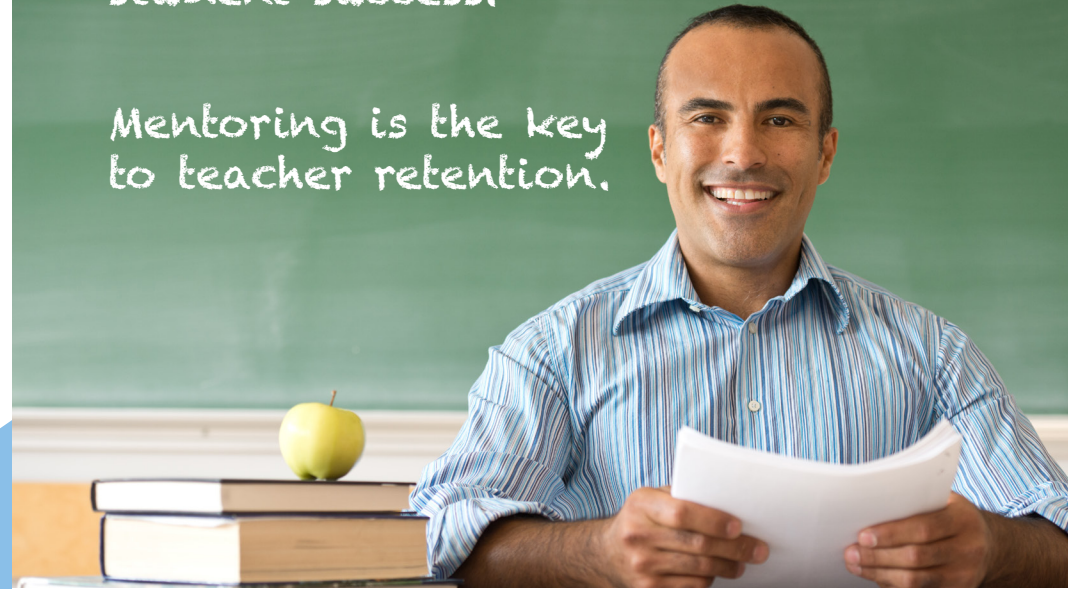


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Teacher retention is the key to  
student success.

Mentoring is the key  
to teacher retention.



**ESC-20**

**Teacher Mentoring Academy**

**Preventing the High Cost of Teacher Turnover**



## About the Academy:

*A research-based, individualized teacher mentor support academy provided by experienced, professional mentors.*

We are offering a year-long academy based on the Scaffolded Solutions Mentoring Program. Crucial guidance and support to help teachers develop self-efficacy and the skills necessary to be the best in their field will be provided throughout this high quality and rigorous academy.

### *The academy will include:*

- One-on-one individualized coaching with experienced mentors
- Professional development based on *Charlotte Danielson's four domains*, which include: preparation, classroom environment, instruction and professionalism
- Access to on-line support system
- Building Trusting Relationships
- Modeling of Motivational Strategies
- Networking opportunities with other educators

***“Life’s greatest gift is the opportunity to throw oneself into a job that puts meaning and hope into the lives of other people. Seizing this opportunity is the surest way to put meaning and hope into one’s own life.”***

***-Martin Haberman***



***The cost of teacher turnover in the state of Texas is approximately \$329 million per year.***

***School district case studies show that it costs approximately \$5,000 to replace a teacher, including hiring, training/support, and separation.***

***Supporting a teacher, on the other hand, is much more cost effective and can be accomplished in this academy for \$750.***

## Academy Features and Fees:

### **Features:**

- 2 days of mentoring/coaching professional development
- 8 half day follow-up mentor sessions throughout the year
- Teachers can enter the program at any time throughout the year

2-day Teacher Support Training	\$200.00
8 half-days of follow-up support	\$450.00
On-line Support	\$75.00
Training Manual	\$50.00
Framework	\$25.00
<b>Total for one year of support</b>	<b>\$750.00</b>

Time and Dates	
<b>Choose one 2 day training from the sessions below:</b>	
Day 1 - Oct 13 / Day 2 - Oct 15	8:30am-3:30pm
Day 1 - Jan 28 / Day 2 - Jan 29	8:30am-3:30pm
<b>Please plan to attend all of the following half day sessions:</b>	
Nov 11 and Dec 3, 2014	1:00pm-4:00pm
Jan 6, Feb 3, Mar 24, Apr 14, May 5 & 26, 2015	1:00pm-4:00pm

Please register using iLearning: <http://www.esc20.net/workshop>  
Workshop Number: **TO140915-PO1**