

# Brick Township Board of Education District Policy

**Instructional Personnel**

**Series 4000**

**Induction Program for Provisional Teachers**

**Policy 4111.2**

Date Adopted: April 18, 1983 | Date Revised: April 24, 2014

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The Board of Education recognizes that all newly prepared teachers are required to serve their first year of employment under provisional certification and in a district induction program designed to train and guide new teachers and to identify those teachers who qualify for standard certification.

The Board will approve a plan for the induction of new teaching staff members and submit the plan to the New Jersey Department of Education as required by law.

## Professional Support Team

The Board shall, in accordance with New Jersey State Board of Education rules, provide provisional teachers with the training and supervision of a professional support team composed of the Superintendent of Schools/designee, and experienced mentor teacher, a college faculty member or comparable staff member, a curriculum supervisor or comparable staff member, and such additional members as the Superintendent of Schools may recommend and the Board approve.

Members of the professional support team shall be approved by the Board and recommended by a committee composed of representatives of the constituent staff organizations. Support team members shall be appropriately certified, experienced, and cooperative staff members recognized for their discretion and helpfulness. Support team members shall be appropriately trained for participation in the induction program.

Mentor teachers shall, whenever possible, be in the same instructional area as the provisional teacher.

## Evaluation of Provisional Teachers

Provisional teachers shall be formally evaluated at least three times, at ten week intervals during the first year of employment, by two or three members of the support team other than the mentor teacher. The support team may conduct additional evaluations.

## Role of Mentor Teachers

Mentor teachers shall not participate in any way in decisions that may have a bearing on the employment or certification of provisional teachers. They shall not assess or evaluate the performance of provisional teachers unless they are appropriately certified administrators. Interactions between provisional teachers and experienced mentor teachers are formative in nature and considered a matter of professional privilege. Mentor teachers shall not be compelled to offer testimony on the performance of provisional teachers.

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### Compensation for Support Team Members

Members of the professional support team shall be compensated in accordance with the fee schedule approved by the New Jersey State Board of Education.

The provisional teacher shall be assessed the entire amount of the fee(s).

The amount of the assessment shall, on the written request of the teacher, be deducted from the provisional teacher's salary in amounts prorated throughout the first year of service.

### Legal References

- NJSA 18A:27-4 Power of boards of education to make rules governing employment of teacher, etc.; employment thereunder  
18A:40A-4 Preservice training of future teachers; teaching certificate requirements