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**Mentoring and Induction Consortium Agreement  
 between  
 Grant Wood Area Education Agency  
 and  
 Linn-Mar Community School District  
 2020-21**

This Agreement is entered into by and between the Grant Wood Area Education Agency, hereinafter referred to as "GWAEA," and the Linn-Mar Community School District, hereinafter referred to as "School District."

The purpose of this agreement is to implement a comprehensive Mentoring and Induction Consortium Model utilizing full-release instructional mentors (Induction Coaches) and support efforts to improve student learning through the development and retention of highly effective teachers.

Services to be provided under this Agreement shall begin on August 1, 2020 and terminate on June 30, 2021. However, this Agreement may be amended at any time by mutual agreement of GWAEA and School District. Renewal of this agreement is to be determined on or before March 1, 2021, unless extended by mutual agreement. This Agreement may be terminated by either GWAEA or School District with sixty (60) days' notice.

Initial-licensed teachers are first or second year teachers new to the profession granted an initial license by the Iowa Board of Educational Examiners. Districts participating in the Mentoring and Induction Consortium Model receive support for first and second year initial-licensed teachers. Optionally, districts may also choose to have new to profession guidance counselors and/or teachers on a 3<sup>rd</sup> year initial license receive support.

**GWAEA agrees to:**

1. Coordinate recruitment, selection, and supervision of Induction Coaches to provide services under the Agreement.
2. Use NTC Induction Program Standards to design and formatively assess and support program implementation.
3. Utilize formative assessment tools and materials aligned with the Iowa Teaching Standards and district goals to promote teacher development.
4. Use NTC Mentor formative assessment system to collaboratively assess Induction coach growth and accountability.
5. Provide training and professional development for Induction Coaches and district administrators.
6. Coordinate collaborative network among participating teachers.
7. Complete program evaluation and collaborate with district program leadership to continuously improve program.
8. Invoice School District for services under this Agreement on or around January 15, 2021, and June 1, 2021.

**School District agrees to:**

1. Participate in consultation with GWAEA Program Leads in-district at least 1x/semester.
2. Commit and support consortium induction coach (full-release mentor) selection and assignment process involving a cross-representational interview committee.
3. Commit to instructional mentoring (lesson planning, pedagogy, formative classroom observations, analysis of student work, etc.) being solely provided by the assigned induction coach.
  - a. Develop clear delineation of roles and responsibilities of in-district supports (i.e. instructional coaches, building-based supports, department chairs, facilitators, etc.) for Initial-licensed teachers with GWAEA Program Leads.

4. Provide an Induction Program Lead to:
  - a. Conduct ongoing communication with GWAEA program leaders.
  - b. Participate in *School Leaders and Mentors: A Partnership for School Success* professional development workshop (registration fee is covered by Consortium funds).
  - c. Create and facilitate meetings with district induction team.
  - d. Attend Induction Program Lead meetings 2x/year (3 hours).
  - e. Collect data aligned with Induction Consortium program evaluation.
  - f. Coordinate communication and aid in registration for consortium professional development for beginning teachers and administrators.
  - g. Collaborate with other district administrators to align induction program with district initiatives.
5. Provide access to relevant data for program evaluation and research.
  - a. Teacher retention information – for all teachers in participating schools, annually identify teachers who return to their schools and districts the following year.
  - b. Student achievement data such as reading and math scores on the Iowa Statewide Assessment of Student Progress (ISASP) and demographic information for students in grades 3 through 8, linked to their teacher, for all students in participating districts.
  - c. Allow participating teachers to receive an annual survey. Endorse the survey and support efforts to ensure a high response rate.
  - d. Allow classroom observations of a sample of teachers. Observation will be approximately the length of one lesson or one class period.
  - e. Individual interviews and focus groups with a sample of teachers and induction coaches, as well as principals and district administrators. Interviews will be approximately 45 minutes in length.
    - i. Every effort will be made to schedule activities during non-school hours or during planning times; however, were conflicts to occur and teachers were needed during class time, substitutes may be required to cover the time they participate in interviews and focus groups.
6. Commit to supporting the beginning teacher inquiry cycle
7. Have adequate technology access for Initial-license teachers to participate in Learning Zone (online database of formative assessment tools)
8. Have initial license teachers attend the Beginning Teacher Network 4x/year at GWAEA or other region location (2 hours after school).
  - a. GWAEA is not responsible for the travel costs and/or and any compensation costs for the beginning teachers.
9. Commit to principal involvement through participation in *School Leaders and Mentors: A Partnership for School Success* professional development (registration fee covered by Consortium funds) and triad conversations between principal, beginning teacher and induction coach.
10. Provide funding to GWAEA for each participating teacher, based on the following fee schedule:
  - a) \$6,300 per participating teacher.
11. Provide payment under this agreement within thirty (30) days of receipt of invoices from GWAEA.

Grant Wood Area Education Agency

Linn-Mar Community School District

\_\_\_\_\_  
Date  
Board President

\_\_\_\_\_  
Date  
Board President