16 NCAC 06C .0384 is proposed for adoption as follows:

**16 NCAC 06C .0384 MENTOR PROGRAM REQUIREMENTS**

(a) All local boards shall have a mentor program to provide ongoing support for new teachers entering the profession.

(b) Public school units shall select qualified teachers to serve as mentors using the North Carolina Professional Teaching Standards and North Carolina Educator Evaluation System to evaluate teachers unless it develops an alternative evaluation that is properly validated and that includes standards and criteria similar to those in the North Carolina Professional Teaching Standards and North Carolina Educator Evaluation System.

(c) Public school units may use the most recently available evaluation for teachers who lack an evaluation from the prior year. Teachers without evaluation data for two or more consecutive years shall not be eligible to serve as mentor teachers, unless the mentor is a retired teacher.

(d) Any teacher who is assigned to be a mentor to a beginning teacher shall meet eligibility requirements in the year of the assignment. No mentor whose evaluation falls below the “proficient” level may continue to serve as a mentor to a beginning teacher, regardless of existing mentor-mentee relationships with the beginning teacher.

(e) Mentor assignments and guidelines shall follow the expectations listed under the key features of Standard 2: Mentor Selection, Development, and Support for Beginning Teacher Support Program Standards:

1. Mentor selection criteria shall include input from a variety of stakeholder groups.
2. Mentor selection criteria are clearly articulated by program leadership.
3. The process for mentor application and selection is transparent and uniformly applied.
4. Mentors support beginning teacher orientation and provide logistical and emotional support.
5. Mentors focus their primary support on improving instruction and learning.
6. Mentors provide ongoing support and encouragement for the beginning teacher.
7. Mentors receive initial training regarding their role as mentors and their responsibilities in the induction program.
8. Mentors receive ongoing training to advance their knowledge and skills.
9. Mentors have opportunities to participate in professional learning communities of mentoring practice.

**History Note:** Authority G.S. 115C-12; 115C-268.1; 115C-268.5; 115C-270.5; 115C-300.1; 115C-333.1;

Interim Rule status conferred Eff. June 27, 2018, pursuant to S.L. 2018-114, sec. 27.(b);