

ARKANSAS DEPARTMENT OF EDUCATION

INDUCTION/MENTORING

Glossary

Induction - the mentoring, support and accelerated professional development associated with first employment as the teacher-of-record in an Arkansas public school or other Arkansas agency or organization requiring an Arkansas Teaching license. This is provided during the first one-to-three years in the classroom. The capstone experience to Induction, which leads to the issuance of a Standard Teaching License, is successful completion of the state-mandated Performance Assessment.

Initial Teaching License - a license issued by the state, which allows one to teach in Arkansas public schools for up to three years, by which time it must be converted to a Standard License by completing Induction. The Initial License is issued only in areas and levels of licensure as approved by the State Board of Education. The Initial License may be issued to:

1. Teachers who have completed an approved teacher education program from a regionally and/or NCATE accredited college or university, or
2. Teachers who have completed the Non-Traditional Teacher Licensure Program, or
3. Teachers who were prepared out-of-state, but did not license there.

Mentor - a licensed teacher trained in the state-adopted mentoring model with a minimum of three years successful teaching experience. Mentors are assigned in their districts to assist a novice teacher by providing focused feedback with regard to instructional skills, classroom management, and professional behaviors.

Mentoring - support and focused feedback provided to a novice teacher by an experienced certified mentor, with the goal of increased novice teacher retention, professional development, and enhancement of instructional skills and competency.

Non-Traditional Licensure Program - the teacher training program administered by the Arkansas Department of Education, whose participants hold a minimum of a baccalaureate degree and are allowed to teach in an Arkansas school via a Non-Traditional Provisional License.

Non-Traditional Provisional License - a one-year non-renewable Provisional Teaching License issued each year to teachers enrolled in the Non-Traditional Licensure Program.

Novice Teacher - any licensed teacher-of-record with less than one year of public school, or accredited private school, classroom teaching experience, not including student internship or substitute teaching.

Performance Assessment (Praxis III) - an assessment tool used for evaluation of the classroom performance of a novice teacher, conducted by a trained assessor who utilizes a framework of essential teaching skills in which the novice teacher must demonstrate competency in an authentic classroom setting. The assessment utilized in Arkansas is the Praxis III. Passing Praxis III is required to convert an Initial Teaching License to a Standard Teaching License. Passing is defined as meeting the state-adopted cut-score.

Project Director – the person designated at each school district who is responsible for record keeping, mentor assignment, funding expenditures and reporting for all aspects of Induction/Mentoring for Novice Teachers.

Provisional Teaching License - a temporary teaching license available to candidates who have not met all requirements for the Initial or Standard Arkansas Teaching License.

Standard Teaching License - a five-year renewable license, issued by the state, which allows one to teach in Arkansas public schools. The Standard License is issued to:

1. Initial License holders who have successfully completed the state required induction for novice teachers, or
2. Provisional License holders (Non-Traditional Teacher Licensure Program) who have successfully completed the state required induction for novice teachers, or
3. Teachers who have completed all requirements for Standard licensure through reciprocity.

Teacher-of-Record - an instructional teacher employed under contract (in a licensed staff position) by a school district or other Arkansas agency or organization requiring an Arkansas Teaching License.