

## General Description:

The purpose of the Mentor Program Allotment (MPA) is to provide high-quality mentor programs for beginning teachers in Texas.

Through the MPA, beginning teachers are assigned a mentor who, to the extent practicable, teaches in the same subject and school. All mentors assigned to a beginning teacher through the MPA must complete a commissioner-approved and researched-based mentor training and induction training program based on mentorship best practices. Districts may seek commissioner approval for an internally created mentor training program or may opt to use one of the seven MPA Approved Providers.

Mentors work with beginning teachers throughout the school year to develop critical knowledge and skills related to navigating district context, policies, and practices; lesson planning; engaging in instructional coaching cycles; implementing data-driven instructional practices; and pursuing professional development. Mentors and the beginning teacher whom they support are expected to engage in at least 12 hours of mentoring activities each semester.

Districts may spend MPA funding on support through providers of mentor training, release time for mentor and beginning teachers, and mentor teacher stipends. The Cycle 1 commissioner funding formula provided districts with \$1,800 per beginning teacher participating in the program. The commissioner funding formula for Cycle 2 will be posted to the TEA website in November 2020.

## Goals and Objectives or Anticipated Outcomes:

The goals of the MPA are to increase beginning teacher effectiveness and retention. Implementation outcomes from MPA Cycle 1 will be available following the 2020-21 school year.

## Authority and Funding:

House Bill 3, 86<sup>th</sup> Texas Legislature, 2019

## Cycle 1 District Interest & Funding:

159 districts applied for Cycle 1 of the Mentor Program Allotment. Of those 159 districts, 100 met the requirements for commissioner approval. Based on state funding limitations, the state was able to provide MPA funding to 65 districts. 63 of the 65 districts confirmed participation at the beginning of the 2020-21 school year. A list of districts funded through Cycle 1 is located on the MPA website ([tea.texas.gov/MPA](http://tea.texas.gov/MPA)).

## Cycle 1 Participation School Year 2020-21

District applications	159
Districts funded	63
Districts that met MPA requirements but were not funded due to funding limitations	37
Approximate number of beginning teachers supported	1,665
Approximate number of mentor teachers participating	1,200

## MPA Implementation

- Seven organizations have been approved by the commissioner to provide districts with mentor training.
- Districts may seek commissioner approval for district-created mentor training programs.
- A review of program implementation and outcomes will be available at the end of school year 2020-21. MPA Cycle 2 applications will be available on the TEA website in November 2020 for school year 2021-22.

## Funding 2020-21

Item #1	
District Mentor Programs (release time, mentor stipends, or providers of mentor training)	\$3,000,000
<b>Total Projected Expenditures:</b>	<b>\$3,000,000</b>